In January 2007, The JPD Senior Driver Recognition Program will celebrate its 5th anniversary. The program was originally started to recognize those drivers who have 10 or more years of continual service with JPD and who exemplify the values and traditions that make JPD the successful company it is today.

Over those 5 years the elite members of the Senior Driver program have been instrumental in establishing the policies and procedures for many of the guidelines now followed in our safety, performance, and bonus programs. Many of these same drivers serve on the various committees whose input is invaluable to the continued success of our organization.

A quarterly Senior Driver Dinner Meeting is held at our local Farmer’s Wife Restaurant when the group is honored for their support and leadership. They are updated on JPD’s current programs and projects along with the company’s financial results for the quarter.

Those drivers who achieved Senior Driver status are eligible for the quarterly Safety/Performance Incentive bonus of $900 ($3600 annually). This past quarter ending September 30, 2006, all 19 eligible Senior Drivers received their incentive bonus. Congratulations to all of them and keep up the great job.

Those drivers who have achieved Senior Driver status are as follows:

Jim Weaber 05/14/1990 Ono-Van
Ray Aldrich Jr 04/20/1991 York-Tank
Alan Eby 07/01/1991 Ono-Tank
Mike Brandt 07/05/1991 Ono-Tank
Art (Skip) Tilberry Jr. 12/17/1991 Ono-Tank
Al Sowards 02/27/1992 York-Tank
Jim Keim 02/27/1992 Ono-Tank
Bob VanDyke 08/14/1992 York-Tank
Larry Wire 09/08/1992 York-Tank
Doug Halk 09/17/1992 Ono-Van
Merle Eash Jr. 03/18/1993 Ono-Tank
Larry Reiner 06/22/1993 Ono-Van
Brent Owens 09/14/1993 Ono-Tank
Bill Renninger 08/17/1994 Ono-Tank
Ken Kunes 10/06/1994 Ono-Van
Scott Murph 02/15/1995 York-Mechanic
Paul Morris 06/19/1995 Ono-Tank
John Reeder 09/17/1995 Ono-Tank
Mike Sullivan 03/18/1996 York-Tank
Kerry Wenrich 05/22/1996 Ono-Van

We look forward to the number of drivers in this elite group growing over the years as others reach the Senior Driver plateau from not only Ono and York, but from our Keymar and Bellefonte locations.
Thoughts of Wisdom
~ by Mrs. Ruth B. Dietz

Thanksgiving, Christmas and the New Year are just around the corner. I want to wish you the best holiday season you have ever had!

There are several things we should do to help ourselves to enjoy the season:

First – watch your diet. There are so many good foods available in the markets that it should be easy to say “no” to fried foods, candy, cake, pie and ice cream. So many fresh fruits and vegetables are at your “finger tips” – there’s no excuse for a poor diet.

Second – get more exercise. Join the YMCA! This would enable you to go swimming, walking, running, or it may lead to other sports.

Third – get enough sleep. You need at least 6-8 hours of sleep per night. Truck drivers have to log off a certain number of hours anyway.

Fourth – water your brain. It is 70% water and it is the first part of your body to become dehydrated.

I found a recipe for happiness that I would like to share with you:

1/2 cup of Friendship
1 cup of Thoughtfulness
Cream together with a pinch of Powdered Tenderness,
Very lightly beaten in a bowl of loyalty.
With a cup of faith, one of hope and one of charity,
Be sure to add a spoonful of each,
Of gaiety that sings:
And also the ability to laugh at little things.
Moisten with the sudden tears of heartfelt sympathy.
Bake in a good natured pan, and serve repeatedly.

Merry Christmas and Happy New Year!

Holiday Stress
~ by Frank Costanzo

Have you ever found yourself during the holiday season thinking: “I don’t like the way I’m acting. This isn’t what the holidays are supposed to be about.” Whether it’s dodging in front of another car for a parking place at the mall, fuming as you wait twenty people deep at the check out counter, or responding irritably to a family member, we have all fallen short during the season of peace and joy. Because it holds so may opportunities to be less than our best, the holiday season is an especially good opportunity to practice bringing forth our highest self. When we do this, we not only feel good about ourselves, we also spend more of our time feeling kindly and cheerful, which is far more pleasant then spending our time feeling angry and frustrated. We’re not the only ones who benefit when we bring forth our highest self. Others benefit when we are at our best. When we call forth our highest self in our dealings with others, we also increase the chances that they will treat others with kindness and good cheer.
Fleet Updates

As 2006 rapidly comes to a close, we reflect back to the investment J.P. Donmoyer has made to continually improve our equipment. We have purchased over 40 tractors costing about 4 million dollars. We added Internationals, Freightliners, Sterlings and for the first time, Kenworths to our fleet. On the trailer side, we will have added 16 pneumatic tankers to our fleet this year at a total cost of just over 1 million dollars. Nothing but the best for our drivers!

Keymar, MD
Those driving past our Keymar Terminal this fall have noticed an increase in the classic Donmoyer red trucks. Eight red Kenworths arrived late summer and have supplemented the couple of Sterlings already based in Keymar. What you may notice next will be the addition of the JP Donmoyer logo on the building and sign out front. This is the last step in bringing Cheetah Bulk into our Donmoyer family!

Operational Observations
In November of 2005 we opened our Bellefonte terminal with a manager and 4 drivers. One year later, we have a larger lot to accommodate our 22 drivers and a modular office that includes our dispatch operations and our driver room. Bellefonte has become an integral part of our team of 4 Donmoyer terminals, sharing workload and working together to ensure our customers obtain the very best service. But it won’t stop here. We hope to see 30 drivers in 2007 and are currently looking for methods to bring a maintenance facility to Bellefonte, maybe by spring!

The Driver forum
As a growing company, JP Donmoyer recognizes that training can be the key to our safe operation. It can be the key to recruiting experienced drivers, and the key to keeping them as well. Training is important to the proper and efficient operation of our equipment and our new technologies such as our Peoplenet Communications and Autoshift transmissions to name just a few. We feel that training is so important that in 2007 we will be adding a “Training Supervisor” position that will be coordinating these efforts. This individual will be working in all facilities, working directly with our trainers to ensure we are supporting our drivers in every area that requires training. More to come, in our next newsletter!

HOLIDAY HUMOR

BAKED STUFFED TURKEY
Here’s a recipe from Betsy Kellogg in our York facility. You “novice” cooks, be sure to pay close attention:

You will need:
One 12-18 LB turkey
1 cup melted butter
6 cups stuffing
3 cups uncooked popcorn
(I recommend using Orville Redenbacher’s brand. The kernels pop up light and fluffy!)
Salt/pepper to taste

Preheat oven to 350 degrees. Brush turkey well with melted butter. Salt and pepper the turkey. Fill the cavity with stuffing and popcorn. Place turkey in roasting pan with the neck end toward the BACK of the oven. Listen for popping sounds.

When the turkey’s butt blows the oven door open and the turkey FLIES across the room to the table, it is done!!
The Technology Front
~ by Dennis Houser

VOIP – perhaps some of you have heard of this acronym. It stands for Voice Over Internet Protocol – which is a means of using the internet to carry voice conversations instead of the normal method of using a traditional phone service provider such as Verizon, AT&T, etc. J.P. Donmoyer, Inc. has been using this technology for several months now and the twice daily operation meetings are conducted – connecting all four locations – using VOIP and saving the company the cost of long distance phone charges or utilizing the services of a call-conferencing provider. The key to successful VOIP conversations is the amount of bandwidth available to carry the conversation. Although voice is not as bandwidth intensive as video – it does utilize more bandwidth than normal data. The recent conversion to fiber optic at our Ono and York terminal ensures a sufficient amount of bandwidth to sustain high quality phone conversations while the normal data transactions between all locations are taking place uninterrupted.

However, VOIP is not limited to business with fiber optic internet connections. High-speed (broadband) internet access is becoming the connection of choice for most home users as DSL and Cable Internet costs continue to drop. There are several leading providers of VOIP targeted at the home market – EarthLink trueVoice, Vonage and Skype to name a few. If you currently have Cable Internet access at home, services such as EarthLink trueVoice and Vonage allows you to completely drop your current “normal” telephone service but retain your current phone number. Both of these plans offer a Basic 500 plan of 500 minutes of local and long distance calling anywhere within the United Sates, Canada and Puerto Rico for a monthly $14.95 charge. However, if you are a DSL subscriber the savings will not be as great as obviously, you need to retain your phone service to maintain your DSL service. DSL subscribers may want to look at Skype which allows you to connect to other Skype users absolutely free – even the software is available at no charge. Skype also has plans to allow you to call non-Skype users (i.e., “normal” telephone numbers) for as little as 2.1 cents/minute thus making this a little better deal as 500 Skype minutes would only cost $10.50. They even have a special until the end of this year that allows you to call any phone number within the United States or Canada for free. It’s worth the time checking on these VOIP providers to see if you can save some money on your monthly phone bill.

Holiday Traffic
~ by Joyce Houser

SEASON’S GREETINGS - The approaching holiday season means increased traffic on our roads and highways. Drivers will no doubt be in a rush and some will be aggressive while others will be disoriented as they seek to find new shopping malls, and events. If that is not enough, our weather begins to change this time of year-at times turning to more treacherous conditions. Below are a few tips to keep in mind during this very busy travel season. We know that you are aware of these, but it’s always helpful to be reminded. We want everyone home safe for turkey and stuffing.

- **Obey speed limits.** Excessive speed reduces your ability to avoid a crash, extends your vehicle’s stopping distance, and increases the severity of a crash when it occurs.
- **Get enough sleep.** Sleep deprivation and fatigue can cause lapses in attention, slow awareness and impaired judgment.
- **Don’t tailgate.** Follow other vehicles at a safe distance. If you find yourself being tailgated, don’t hit the brakes. Slow down gradually and let the other vehicle pass you.
- **Avoid aggressive driving** behaviors such as passing on the shoulder of the road, changing lanes without signaling, violating traffic signals and weaving in and out of traffic.
- **Expect the unexpected.** Watch traffic around you and be prepared to react. Scan the road ahead for potential hazards.
- **Watch for debris** such as tire treads, garbage, lumber, gravel, tree limbs, mufflers and exhaust parts.
- **Look for suspicious activity.** If you observe suspicious activity notify your dispatcher immediately and/or call the police.
- **Avoid or minimize in-car distractions** such as cell phone use, changing tapes or CDs, eating, or other activities that can remove your attention from the road.
- **Don’t drink and drive!** Watch out for other motorists whose driving behavior suggests they may have been drinking, and report any suspects to the police before they cause an accident. According to NHTSA data, more people are killed in accidents on Thanksgiving weekend than in the New Year’s Day weekend. Nearly half of the accidents involve drunk drivers.
- **Don’t binge.** Drinking or eating too much over the weekend will leave you tired for the drive back… Also keep in mind that turkey contains a natural sedative called L-tryptophan.
Announcements

**November Birthdays**

Mario Zelaya - 2nd
William Meyer - 6th
Doug Halk - 9th
Donald Fleck - 13th
George Mootz - 13th
David DeVos - 15th
David Hawkins - 16th
Donald Glass - 19th
Andrew Westlin - 21st
Donald Fleck - 13th
George Mootz - 13th
David DeVos - 15th
David Hawkins - 16th
Donald Glass - 19th
Andrew Westlin - 21st

**December Birthdays**

Alexei Pavlov - 6th
Craig Sheetz - 3rd
Harold Hoover - 4th
George Davis - 9th
Robert Paul - 10th
Dan Allen - 12th
Howard "Bud" Slagle - 13th
James Sandel - 14th
Tanya Waldon - 16th
Arthur "Skip" Tilberry - 18th
Dennis Spielman - 18th
Marvin Norman - 19th

**November Anniversaries**

Todd Airing - 1yr
Patrick Barney - 1yr
Robert Lay - 1yr
John Ward - 1yr
Ralph Barton - 2 yrs

**December Anniversaries**

William DeHaas - 1 yr
John Webb - 1 yr
Todd Bankert - 2 yrs
William Mason - 5 yrs
Billie Jo DeBoard - 10 yrs
Dennis Spielman - 2 yrs
Dave Barowsky - 3 yrs
Glenn Clem - 6 yrs
Dennis Houser - 21 yrs

Ono Observations Did You Know?

~ by Steve Fields

There is a new feature on your PeopleNet unit. You can now get commercial driving directions, from any location, to a customer without having to call dispatch. Just follow the instructions distributed by your dispatcher. If you did not receive those instructions please ask for a copy.

J.P. Donmoyer, Inc. has been chosen to be a beta site to test integration between Eaton Vorad and PeopleNet. When testing is completed and programming is in place Vorad information will be able to be downloaded electronically. Following distance and speed information will be available almost instantly. Providing timely data will help us all become safer on the roads.

J.P. Donmoyer on-time performance for September was 98.6% and for October 99.6%. Thank you everyone for providing outstanding service to our customers!

Speaking of on-time performance, the staff is diligently working on a program to provide proactive alerts when a load is running late. This program, called ETA, is anticipated to be in place by the beginning of the new year. So keep an eye for some new things appearing on your PeopleNet screen.

Idle fuel will cost the company approximately $165,000 to $180,000 this year. Many state and local municipalities are becoming more aware of truck idling and starting to enact anti-idling regulations. And it is not just government voicing their concerns, the medical community is also becoming involved expressing concerns about air quality and breathing related illnesses. Do your part...If you don't need it, shut it down!

Customer Satisfaction Survey

~ by Bill Gerhart

At J.P. Donmoyer, Inc., we appreciate our customers and keeping them satisfied is essential to building a successful, growing business. From time to time, we use a customer satisfaction survey. This survey is designed to evaluate areas that are of greatest value to our customers.

Keeping our customers satisfied is essential to building a successful, growing business. While many companies work hard to increase sales, they may overlook the importance of doing the little things that keep customers happy and coming back. It is often easier to accelerate business by cultivating the customers we already have rather than having to constantly attract new customers.
Pictured left to right: M. Sullivan, G. Norwich, S. Fields, J. Kretz patiently await the evening meal.

"The Knights of the Round Table" discuss activity in the Ono Tank Division.
RECOGNITION PHOTOS

Pictured left to right: K. Wenrich, L. Reiner, D. Halk, J. Weaber, B. Owens. Kerry tells his latest experience in Ono Van Division as the others listen.

Frank Costanzo updates the Senior Drivers on what's happening.

A View From The Top (2nd Floor, That Is!)
~ by Ed O’Connor, Driver Recruiter

I was sitting here at the desk the other day and noticed something strange ... it was very quiet, the phone was not ringing ... all I heard was the patter of little feet. The ants finally found where I hid the cookies and were on the march to the cookie jar!

My mind wandered to the coming holidays, the festivities, the presents, THE BILLS!!! Wouldn’t it be nice if there was some extra money this year to get that special gift for that special person? Wouldn’t it be great if there was some extra cash to take care of those bills that will be rolling in after the holidays?

Guess what??? I have the answer !!! Like the Beatles song: “Do You Want To Know A Secret?” I have the cookie jar here on the 2nd floor and YOU have the opportunity to get $500.00 from it by helping JPD, me and above all, YOU. All it takes is for you to refer a qualified driver that is hired, and after 60 days, you will receive $500.00 and dinner on us, just in time for the holidays.

Just think – one hired referral a month would mean $6000.00 extra next year.

Make that your goal for the next year. I’m sure I can find a bigger jar!

I wish you and your loved ones a great holiday season.

Donmoyer Does More “Make all the pieces fit”
~ by Jim Kretz

How much money will I need?

That’s probably the question most commonly asked by investors saving for retirement. The answer will vary from person to person. However, if you can see the big picture – have an idea of what your retirement will look like – you can plan a savings strategy that fits with your goal.

To see the big picture, ask yourself:
What kind of retirement do I want?
How do you envision your retirement? Do you want to maintain the lifestyle you have now? Where will you be living? Do you want to travel and see the world, or would you rather just settle down and relax at home? Whatever your dreams are, it’s your retirement. It can be whatever you want it to be – and planning for it will help.

How long will my retirement be?

Of course, no one really knows how long their retirement will be. But the American Society of Pension Actuaries reports that more and more people will see the age of 100. Bottom line is people are living longer. As a result, you could very likely spend about a third of your life in retirement. And that means you’ll need more money to see you through those golden years.

The longer your retirement, however, the more inflation will affect your nest egg. As prices continue to rise over time, your carefully saved dollars will buy less. A savings plan that includes a diversified portfolio of investments can help you beat inflation.

How much have I saved?

One final piece of the big picture you need to take into account is everything you’ve saved so far, including your:
• Account balance in your employer’s retirement plan (and in any previous employers’ plans)
• IRAs
• Savings accounts
• Other investments

Social Security can help, too. Though it was never intended to provide all of your income in retirement, it may provide up to 40% of what you’ll need.

For a better idea of how much you should save, go online to AmericanFundsRetirement.com and try the Retirement Planning Calculator (type “RPC” in the search box). It can be a big help when it comes to figuring out how much to save for retirement.
What’s Cookin’?
~ Submitted by Betsy Kellogg

Peppermint Snowballs

You will need:
18 oz. package of chocolate sandwich cookies, finely crushed
8 oz. package of cream cheese, softened
6 oz. package of white melting chocolate
1 to 1 1/2 cup of peppermint candies, finely crushed

Mix together the crushed cookies and cream cheese. Roll into 1 1/2 inch balls and set aside. Melt white chocolate in the top of a double boiler over low heat: stir in crushed candy. Dip balls into chocolate and set on wax paper to harden. Makes 2 1/2 dozen.

Health Tips from Human Resources

NOVEMBER IS NATIONAL DIABETES AWARENESS MONTH

Protect yourself:
• Know the signs of diabetes
• Learn if you are at risk
• Be checked for diabetes
• Eat healthy
• Be active

If diabetic, remember to also:
• Check your glucose level on a regular basis
• Take your prescribed medication as directed by your physician

For more information on Diabetes go to www.cdc.gov/diabetes or call NDEP 1-800-438-5383

Stay healthy – eat healthy – drink plenty of water and get out and exercise.

York Dispatch
~ Submitted by Betsy Kellogg, Administrative Assistant (York Terminal)

It’s that time of the year again...The Holidays! And we all know how stressful the Holiday season can be. Throughout the Holiday season we all have the same problem; Who to visit, what gifts to buy, when to shop, and will your paycheck cover the bills, meals and gifts? Here is a reminder of what this season is all about.

The Holiday Season is about spending quality time with friends and loved ones. It is a season of giving and being thankful for everything you have. It is also a time to reflect on all your accomplishments of the past year.

When things start to feel overwhelming, just remember there are many people who are less fortunate. Some may not have a nice dinner to come home to, and holiday gifts are the last things on their minds. Help those out by donating a toy to Toys for Tots and brighten a child’s Christmas or donate food to your local food bank to help put dinner on a hungry family’s table. Then, sit back and relax and enjoy the feeling of knowing you brightened up the Holiday season of those that appreciate your help.

Take time this holiday season to reflect on the things and people that make your life special everyday. Have a great Holiday.

"Happy Holidays from Betsy Kellogg and family"
Kids’ Corner!

What does your tree look like?

Decorate the Christmas tree with crayons, markers, and glitter glue.

Christmas Crossword

Solve the crossword to find the holiday words in this package.

Across
1. Hang these on the tree
2. Evergreen or pine
3. Frosty is one
4. You give and receive these
5. Tie this on your package
6. A Christmas color
7. For the top of the tree

Down
8. Rudolph
9. Jolly toymaker
10. Color of Santa’s suit
11. Hang this from the mantle
12. Santa’s helper
13. Santa’s transportation
14. Christmas carol
Marketing Directions
~ by Dave Wallace

As 2006 comes to a close, we can all look back on a very successful year. Revenue growths from our new Bellefonte and Keymar teams contributed to numerous record company revenue achievements. We continue to look forward to a prosperous 2007 as we develop the 07-company budget plan and projects.

The BINs program had record success. By the end of the year, we anticipate the addition of over seven new customers on our patented inventory monitoring process. If you would like to learn more about BINs just ask your dispatcher or supervisor.

You might have also noticed some changes in overall marketing at JPD this year. Meg Ream Designs joined our team as a marketing partner with JPD early this year. You’ve seen their work in the new Benefits Packet, the Newsletter and various items throughout the company. They provide us a new style and creativity that reflects our pride and professionalism as a company.

Currently we are working with the Meg Ream Design team to update our customer marketing tools as well as update our homepage at www.jpdonmoyer.com. Meanwhile, the timing is right. If you have any suggestions that you would like to see in our homepage, email dennish@jpdonmoyer.com with any ideas you might have.

May you and your family enjoy the Holiday Season. Thanks for your support in 2006 and thanks in advance for your continued support and professionalism in 2007.

Bellefonte Bulletin
~ by George Lyons

I would like to thank the entire Bellefonte Team for a very successful first year. Also, the entire Bellefonte Team would like to thank the entire JPD Team for all their support during our first year of operation. I’ve learned from our Professional Development Meeting this year that it is the teamwork of everyone working together that makes us all successful.

As good as 2006 was, 2007 looks even better. Graymont Lime continues to build as part of their overall $120 Million plus expansion in their production at the Pleasant Gap site. Their expansion plans include the $45 million kiln No. 7 that will produce 1,050 tons of steel grade lime daily. That production is in addition to the new kiln No. 6 build in 2005 for $70 million that is producing 1,200 tons daily. Also their $5 million lime hydrating facility will increase capacity in making calcium hydroxide by 2.5 times. In addition, a waste heat recovery system will capture hot gases from kiln No. 7 to produce steam for electricity to help run the plant.

As just one more final update, JPD now has Canadian authority to move additional product as needed from the Graymont Plant in Quebec to customers in the United States.

2007 should be another great year! Happy Holidays to all JPD Team members and their families from the entire Bellefonte Team.
Moving Forward?
Keep us up to date.

If you’re changing your mailing address, be sure to send notice to Denice at our Administrative office so she can update her database and make sure that you receive the next issue of “The Donmoyer Connection” newsletter! Thanks, and make it a great day!

DONMOYER DOES MORE!