

# Connecting

FEBRUARY 2024

NEWS FOR MANAGERS & MECHANICS

## BRING SOME FUN TO BUS DRIVER APPRECIATION DAY

*Humor is a great way to brighten someone's day. Here is a funny speech or letter to express your gratitude and appreciation to the backbone of our company, our drivers. Edit and rewrite what suits your group and have fun!*

Ladies and gentlemen, esteemed school bus drivers, and all-around road warriors.

I stand before you today as a staunch advocate for the unsung heroes of our school system—the bus drivers! Let's give them a round of applause, or better yet, a standing ovation, because they're the real MVPs of the morning hustle.

Now, I know what you're thinking: "Why are we celebrating the folks who have to endure the racket of school kids at the crack of dawn?" Well, my friends, it's time to shed light on the bus-tastic brilliance that is our fleet of drivers.

Firstly, let's talk about their unparalleled ability to multitask. Not everyone can navigate the treacherous roads, manage a herd of rowdy students, and resist the temptation to join the impromptu karaoke session happening at the back. It's a skill that not even superheroes possess.

And what about those early mornings? If anyone knows the true definition of "rise and shine," it's our bus drivers. They're up before the roosters have even considered crowing, armed with coffee and a determination to ensure every child gets to school on time. I'm pretty sure they invented the term "morning person."

Let's not forget the joyous symphony of laughter, chatter, and occasional squeaky toys that fills the bus. It's like a mobile carnival, and our bus drivers are the ringmasters keeping it all together. A round of applause for maintaining order in the chaos, please!

And when it comes to maneuvering those big yellow chariots through the urban jungle, our drivers are like Formula 1 racers with a Ph.D. in patience. Parallel parking? Child's play. Navigating narrow streets? Easy peasy. Dodging the occasional rogue skateboarder? Piece of cake.

In conclusion, dear bus drivers, you're not just chauffeurs; you're the unsung heroes of our students' daily adventures. Your dedication, resilience, and ability to find humor in the midst of chaos deserve more than just a pat on the back—they deserve a bus-sized trophy.

So, here's to the wizards of the wheel, the maestros of the morning route, and the captains of our kids' daily journeys. May your roads be clear, your coffee be strong, and your sense of humor be unwavering.

Thank you, school bus drivers and van drivers, for steering our students toward success, one route at a time!

5 IN JANUARY! DOWN 5 FROM 2023

2023-2024  
School Year

34

ACCIDENT COUNT

DOWN 23 FROM LAST YEAR

## HIRING BABY BOOMERS

*Hiring baby boomers as bus drivers involves a thoughtful and inclusive approach to recruitment. Here are some strategies to attract and hire baby boomers for bus driver positions:*

### Understand Their Skills and Experience:

Recognize the valuable skills and experience that baby boomers bring to the table. Many may have extensive driving experience, a strong work ethic, and excellent customer service skills.

**Flexible Schedules:** Consider offering flexible work schedules, such as part-time or split shifts. Many baby boomers may be interested in supplementing their retirement income while maintaining a work-life balance.

**Training and Support:** Provide comprehensive training programs to ensure that baby boomers are comfortable with any new technologies or procedures. Offer ongoing support and mentorship to help them adapt to the role.

**Accessible Application Process:** Simplify the application process and make it easily accessible. Baby boomers may not be as

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## DATES TO KNOW

FEBRUARY 21ST—DRIVER APPRECIATION DAY

1<sup>st</sup> period  
**RANDOM TEST**  
runs from  
**Jan 1st—April 30**  
Don't wait  
until the end

### BIRTHDAYS

FEBRUARY

12th—Tou Xiong  
14th—Jeff Frey  
16th—Tom Swore  
22nd—Brian Mattocks

*Continued from front page*

familiar with online application systems, so consider providing alternative methods such as paper applications or in-person submissions.

**Engage in Community Outreach:** Attend community events and job fairs where you can connect with potential candidates. Engage with local organizations, senior centers, and community groups to spread the word about job opportunities.

**Highlight Safety and Security:** Stress the importance of safety and security in the role of a bus driver. Emphasize the training programs in place and the measures taken to ensure a safe working environment.

**Promote a Positive Work Culture:** Showcase a positive and inclusive work culture. Highlight testimonials or success stories of older employees who have found fulfillment in their roles as bus drivers.

**Advertise in Appropriate Channels:** Advertise job openings in places where baby boomers are likely to see them. This could include local newspapers, community centers, and bulletin boards.

*Remember that an inclusive hiring process benefits not only the organization but also the diverse group of employees it attracts. By embracing a multi-generational workforce, you create a positive and dynamic working environment.*



**RYAN APEL**  
**LUKE WOLTER**  
**CAMI KUH BANDER**  
**DAN KONZ**  
**BEN STIER**  
**WENDY ARMSTRONG**  
**AARON SMITH**  
**NICK ROSIER**  
**MICHALE CARROLL**  
**LEVI ALLEN**  
**MIKE SCHLUETER**

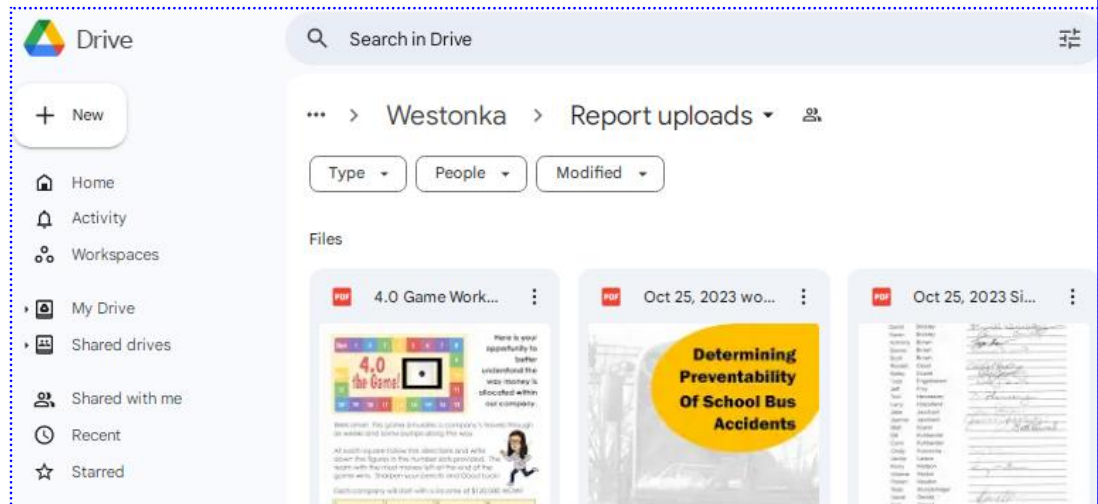
## DRIVER TRAINING REPORTS Is Yours Uploaded?

At the fall regional meetings Liz Lunzer went over the requirements for annual safety meetings. Every company should have completed their first safety training meeting by January 1st. Six of our managers are ROCK STARS! They completed their meetings and uploaded the following:

- Meeting Agenda or worksheets
- Driver sign-in sheet with signatures

Here's an example of the report uploads in the training folder.

**Next focus: Basic First Aid will be uploaded by the 15th.**



# Connecting



*Team Belle Plaine and the Grinch at the Illuminate the Night Parade*



*Rockford had a Festive Christmas Party*



*Lots of Christmas Fun in Howard Lake & Lester Prairie with Ugly Sweaters*



# Connecting



HAPPY VALENTINE'S DAY



Meet the  
New  
Manager  
in the  
4.0 Team!



*Kim Holter*

**PINE CITY**

## 4.0 IS HELPING OUT SCHOOL DISTRICTS IN NEED



Mike Negley will be aiding Albany School District over the next few months.

Like most districts, have had a driver shortage. Dan Konz, the Kimball mechanic has been filling in to try to help relieve the strain on the district.

*Mike Negley*

## Bill Drummer

Bill Drummer lives in the city of St. Clair, a small community of about 750 residents along with his wife, Carissa and their three kids; Weston, Aurora, and Lyra. He loves serving his community both as a volunteer Fireman and coaching kids sports. How does he unwind? Fishing and hunting are his passions which are also shared with his family.

Bill's journey, which began with humble grounds work and bus driving in 2004, has evolved into a multifaceted role where he dons many hats and coordinates many aspects of day-to-day operations of this thriving organization.

Bill's connection with Mike Hennek dates back many years. Having previously worked under Mike's leadership at the Mound Westonka location. He had ventured into construction during his time in college at Mankato, but the opportunity in 2018 with Mike and Bob beckoned, leading Bill to the dynamic and ever-evolving world of 4.0.

One of the standout moments in Bill's career at 4.0 remains etched in his memory. The unexpected and unforgettable phone call that left, "Bill, we hit a horse!" serves as a testament to the unpredictable nature of the industry and the challenges that our team faces. It's moments like these that highlight the resilience and adaptability required in this line of work.

As Bill reflects on his diverse roles within the organization, it's clear that versatility is his forte. From overseeing equipment maintenance to handling insurance matters and tending to building and facilities maintenance, Bill is the go-to person for many critical aspects of the business. His mantra, "Whatever it takes to get the job done," underscores his commitment to the success of 4.0 Companies.

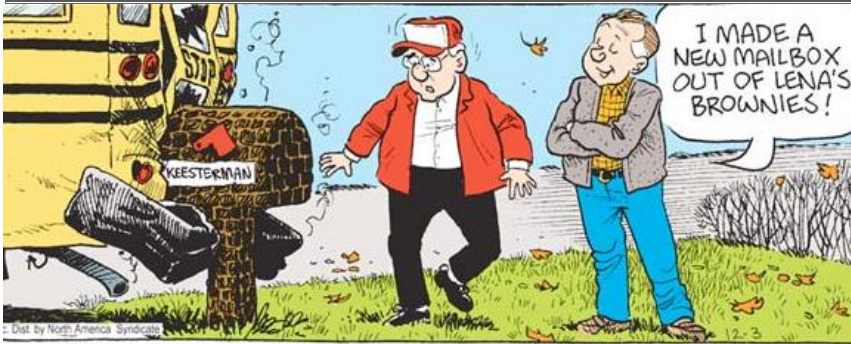
When asked about the most crucial message he wants to convey to the full-time staff, Bill emphasizes unity and collaboration. **"We're all here working toward common goals; we can achieve them together,"** he says. This sense of camaraderie and shared purpose is the driving force behind the success and growth of 4.0 Companies.

From the early days of grounds work to his current leadership role, Bill exemplifies the spirit of 4.0 Companies – a spirit driven by a passion for excellence and a genuine desire to make a difference in the lives of students and the community.



# FEBRUARY

Sun      Mon      Tue      Wed      Thu      Fri      Sat



1	2	3			
4	5 PAYROLL PO LISTS DUE	6	7	8	9
10					
11	12	13	14 Happy Valentine's Day	15	16
17					
18	19 PAYROLL PO LISTS DUE	20	21 Driver Appreciation Day	22	23
24					
25	26	27	28	29	Heart graphic