



**HAPPY
NEW YEAR!**
JANUARY 15, 2025

**A MESSAGE
FROM OUR VP,
DAVID SCHRANTZ!**



Dear Rohrer Team,

As we turn the page on 2024, I want to take a moment to reflect on the incredible accomplishments of this past year and look forward to the opportunities that lie ahead in 2025. This year was a busy and transformative one for Rohrer Bus. We proudly expanded our services to new districts, including Carlisle Area and Jim Thorpe, and celebrated the acquisition of R&J Transportation, allowing us to serve Blue Mountain and Schuylkill Haven. Equally impressive, we successfully renewed more than one-third of our existing contracts across our portfolio—a testament to our unwavering commitment to exceptional service and value at every level of this great organization. All said and done, we increased our team and fleet by nearly 25%.

While our growth has been exciting, it's important to acknowledge the challenges we've faced, particularly a slight increase in the frequency of accidents and incidents to start the new school year. Safety has always been, and will continue to be, our top priority. As we look to 2025, let's recommit ourselves to fostering a culture of safety. With that in mind, I encourage each of you to consider becoming a certified School Bus Instructor. This is one of the most meaningful ways to take an active role in advancing our safety initiatives and ensuring that every ride is a safe one for our students and communities.

With winter weather upon us, I also want to remind everyone to stay vigilant and prepared. Please wear your personal protective equipment, such as ice cleats, when conditions call for it, and look out for one another. By working together, we can navigate these challenges safely and effectively.

As we step into 2025, I am filled with gratitude for the dedication, hard work, and passion each of you brings to Rohrer Bus. Our accomplishments to date would not have been possible without your efforts. I am confident that, together, we will continue to build on this momentum, delivering the exceptional service our partners and communities have come to expect from us for over 100 years.

Thank you for everything you do to make Rohrer Bus a leader in school transportation. Here's to a safe, successful, and exciting 2025!

Socks for Sadie



Every holiday season, the Rohrer Bus team is inspired by Sadie's passion for helping others and the charitable work of Socks for Sadie. This year, we donated **519 total pairs of socks to charity**. Thank you to all who contributed!

Sadie Wells was a kind and adventurous soul born and raised Utah, but traveled all around the country for the purpose of serving others. At the age of 19, Sadie left on a LDS mission in Pittsburgh, PA. Eight months into her mission, the car Sadie was riding in was struck by a bus and she was killed. After her tragic passing, Sadie's family founded a charity in her honor, named Socks for Sadie, inspired by Sadie's giving attitude and love for colorful socks!

IN THIS EDITION...

- COMPANY NEWS
- SAFETY ANNOUNCEMENTS
- AWARD WINNER ANNOUNCEMENTS
- HR REMINDERS
- RECENT HAPPENINGS
- AND MORE!

SAFETY ANNOUNCEMENTS

Work Injuries

Remember to report all work injuries immediately to your supervisor. If your supervisor is unavailable, reach-out directly to our Safety Director, **Steve Hoffmaster** at shoffmaster@rohrerbus.com, or call or text (717) 798-2758. You will be provided a Work Injury Report to be completed and returned to Steve as soon as possible, but **no later than 18 hours after the injury**.

Accidents and Incidents

Report Accidents & Incidents immediately to your supervisor. The reports need to be emailed to the Safety Department within 24 hours of the accident/incident, so it is imperative to obtain the following prior to leaving the scene:

- Check for injuries and report all injuries (or no injuries) on the Accident Report
- Get witness name(s) and phone number(s)
- Proof of insurance for each vehicle involved in accident (take clear photo)
- Registration for each vehicle involved in accident (take clear photo)
- Drivers' license for each motorist involved in accident (take clear photo)
- Phone numbers for each motorist involved in accident
- Taking photos of all four corners of each vehicle involved in accident
- Close-ups of all damage
- Wider view of all damage to show location of damage on vehicle
If no damage, photograph the point(s) of impact to prove there is no damage to the vehicle/fence/mailbox/etc.
- Zoom in on each photo you take with your phone to confirm it is clear and legible. If it is not crystal clear, take another photo.
- Our body shop will require a photograph of your odometer and Vehicle Identification Number (VIN) in order to complete an estimate and/or determine if the vehicle is a total loss
- Make sure all blanks, blocks, comment areas, etc. are completed prior to giving the report to your supervisor for their thorough review
- Again, all of this is to be done in a timely manner so the Safety Department receives the report within 24 hours of the accident/incident

Safety Slogans

The slogans for December, January, and February 2024-2025 are:

SHOP

"If it doesn't challenge you,
it won't change you!"

OFFICE

"When you have to work, work with a smile!"

DRIVERS

"Children need protection....
Always do your pre-trip inspection!"

Safety Slogans Winners

Last Quarter's Safety Slogan Winners were:

OFFICE

Melissa Lucas

SHOP

Christopher Yarlet

DRIVERS

Linda Jones - EP, Sally Kulligan - EP
Kensy Minium - CV, Patricia Eye - NY
Yolanda Stoner - LD, John Wiltse - NP

Winter Weather Driving Reminders

- Be proactive by confirming the tread depth is adequate, the windshield washer fluid is full, the fuel tank is at least half full, wiper blades are in good condition
- Prior to departing the parking area, clear all snow/ice/sleet/slush from the roof, mirrors, all lights, back-up camera, wipers are not frozen to windshield
- Reduce speed and increase following distance
- Do not use cruise control and buses should turn-off engine brake
- Be even more aware of your surroundings by scanning well beyond the roadway and looking far down the road
- Be especially careful on curves and making turns
- When preparing to slow down or stop, apply brakes as gently with as little pressure as possible
- If you begin to skid/slide, remove foot from accelerator, steer in the direction which you want the vehicle to go, be careful to not oversteer, and do not apply the brake
- It takes up to 4 time longer to stop on a slippery road than on a dry surface
- Remember that bridges, overpasses, and ramps become treacherous sooner than other roadways
- Lanes may be narrower due to plowed snow not being complete cleared of the roadway
- Be aware of the extreme risk of an unexpected snow squall causing white-out conditions

Ice Cleats

Remember to always wear your company issued ice cleats anytime there is snow/ice/sleet/slush on any portion of a driveway, sidewalk, parking lot, walkway leading to office door, roadway, etc. to dramatically reduce the risk of a fall that could lead to an injury. We want you to be safe and to go home in the same condition that you arrive to work. If you do not have a pair of ice cleats, please inform your supervisor so they can provide you with a pair.

Is Retirement in your Future?

Why not take advantage of Rohrer Bus's 401K plan with an employer match! Open enrollment is the first of each month - so very convenient to enroll. Just call the payroll office at (717) 957-3811 for more information and begin planning for your future TODAY!


Important 401K Information!

For those of you currently taking advantage of Rohrer Bus's 401K plan, you should keep an eye on our website! We post updates whenever there is something we need to share with you, so you can access this information anywhere and anytime. To access all updates, visit rohrerbus.com/company/careers/employee-information and use the password **Employee**.

Earn your Referral Bonus We want your friends and family to work with us!

You can earn **\$1000** for referring a School Bus Driver or **\$500** for referring a Van Driver to work with us! Your friends can apply online by visiting our website at www.rohrerbus.com/drive, or by using **your personal recruitment link** (more info on next page!) Once they qualify, the bonus is paid quarterly and will appear on your paystub! How's that for a no-hassle payday?!

Tired of waiting for the mailperson to deliver your paycheck?

Introducing **PAYENTRY CARD**  NOW AVAILABLE for your payroll! It's easy and quick to set up, and doesn't require you to have a bank account! On payday, your money will be direct deposited onto your Payentry Debit Card. Your money will be promptly available, you can rest easy, and save time; no more waiting or running! Benefit from secure payments, easy to use online account, and excellent customer service. A Rohrer Bus Direct Deposit Form AND Payentry Card Enrollment Form would BOTH need to be completed to activate this option. Contact Payroll at **(717) 957-3811** to learn more!

New Faces In The Crowd!

We hope you will join us in welcoming the new members of our team! Since our last newsletter, the following individuals began working for Rohrer:

Jennifer Howard – Van driver, SM

Richard Fellin – Van driver, HZ

Clarence Herman – School Bus driver, JT

Donald Sauers – School Bus driver, MB

Topanga Mumie – Van driver, HZ

Emily Williams – Bus aide, JT

Amy Smith – Van driver, JT

Rebekah Brown – Bus aide, EP

Lanna Polanco – School Bus driver, HZ

Amanda Sallade – Van driver, NS

Elijah Barrick – Van driver, SU

Deborah Douden – Van driver, CC

Heide Voglis – Van driver, EP

Arnost Castka – Van driver, JT

Jaqueline Garren – Van driver, HZ

Judy Seeley – Van driver, CV

Brandi Sheaffer – Van driver, SM

Denise Jenkins – Van driver, NS

Wesley Early – Van driver, ST

Christian Getgen – Van driver, NS

Maria Guzman – Van driver, HZ

Ariela Jimenez Rodriguez – Van driver, HZ

Lindsey Borreros – School Bus driver, DV

Madelin Carrasquillo – School Bus driver, NP

Cassandra Mercado – School Bus driver, NP

Likeisha Wilmott – School Bus driver, CV

Floyd Martin – Van driver, WE

Brianna Allen – School Bus driver, DV

Beverly Clark – School Bus driver, DV

Naomi McLucas – School Bus driver, SU

Taylor Kemrer – School Bus driver, HA

Donna Milligan – Receptionist, Duncannon

Tracy Veigle – School Bus driver, CV

Craig Bowman – Van driver, JT

Susan Silfee – Van driver, JT

Sharafuddin Fadi Elmola – School Bus driver, CV

Brian Wagner – Van driver, SU

Jamyra Watson – School Bus driver, ST

Dustin Crowl – School Bus driver, SM

Samantha Williams – School Bus driver, NY

Eric Budda – Van driver, HZ

Stefany Tobar Reyes – Van driver, HZ

Rasheedah Gray – School Bus driver, CA

Michael Davidson – School Bus driver, CA

Stephen Kolva – School Bus driver, HA

Michael May – Van driver, SU

Shay McGarvey – School Bus driver, LD

Dustin Reynolds – School Bus driver, DV

John Lawson – Van driver, ST

Rachel Tubbs – Van driver, CC

Wendy Fetter – School Bus driver, LD

Brittany Desanto – School Bus driver, JT

Brandon Achtermann – Van driver, JT

Nurys Castillo – Van driver, HZ

Robert Negron Jr – Van driver, HZ

Radel Kytineo – Van driver, HZ

Susan Ritter – School Bus driver, SE

Congrats and
Welcome!

Happy Anniversary!

Quite a few of our teammates reached milestone anniversaries with Rohrer Bus in 2024. Congratulations to the following individuals:

35 Years of service:

Ronald Cassell, Service Technician

Brian Baker, Service Technician

25 Years of service:

Julia George, Payroll Administrative Assistant

20 Years of service:

Kim Miller, Client Access Coordinator

Stephanie Druckemiller, Asst EP Supervisor

15 Years of service:

Ryan Renninger, General Manager

Jim Sims, Full-Time Driver

10 Years of service:

Jennifer Trowbridge, Full-Time Driver

Shawn Labuda, Service Technician

Jeremie Nye, Sales

David Clawson, Executive Vice President of Sales

Timmy Heisley, Susquehanna Supervisor

Herbert Mains, Shop Foreman, Matamoras

Sebastian Paul, Service Office Manager, Duncannon

Claim Your Personal Recruitment Link!

In case you didn't know, Rohrer Bus has made it easier than ever for you to earn Referral Bonuses with our new, personalized recruitment links!

Visit rohrerbus.com/referral to create your own link- all you need to do is enter your name and email, and your link will be automatically generated. People who fill out the Interested Driver Form from your link will automatically be marked as a referral from you.

There is a video tutorial on rohrerbus.com/referral as well, so check it out to discover all the ways you can use your personalized recruitment link. Remember, our referral bonus is **\$500 for Van**, and **\$1000 for School Bus**, so create your link and start recruiting! Good luck!

CLAIM YOUR \$200 FINDER'S FEE!



As you probably know by now, Rohrer Bus sells **new and preowned minivans** that are **wheelchair accessible!** These vans are *essential* for helping people with physical disabilities travel with ease. Unfortunately, many people don't know where to start looking to purchase an accessible vehicle, so that's why we need your help!

If you have a neighbor, family member, or know of anyone else who is in need of a new or preowned accessible van, **direct them to us at Rohrer Bus!** If you refer a customer who ends up purchasing a wheelchair accessible van, **you will receive a \$200 finder's fee!** All you need to do is refer your contact to **Kay Hornberger** at (717) 957-2141 ext. 1352 or khornberger@rohrerbus.com. They **MUST** tell Kay that you referred them in order for you to receive your finder's fee. Your \$200 finder's fee will be automatically added onto your paycheck. Thank you for your help!



PART-TIME POSITIONS!

School Bus and Van Drivers

These positions offer vision insurance, 401K, and summers, holidays, and weekends off, with the option to pick up extra work if desired.

If you know anyone who might be interested in joining the Rohrer Bus team of drivers, please encourage them to call us at (717) 957-3811 or apply online at rohrerbus.com/drive! Refer a driver and earn **\$500 (van)** or **\$1000 (bus)**!



We hope everybody had a wonderful holiday season, and enjoyed your much deserved time off! We appreciate you being part of our journey in 2024, and can't wait to see all the success and growth we will share in 2025!