

THE SILVER BULLET



BY ROAD, BY RAIL, BY SEA. WE DELIVER



Hall's signs with EROAD

Cold chain logistics firm Hall's Group has signed an agreement to fit out its entire fleet with the EROAD system.

Hall's has ambitious growth plans, which include building Auckland's largest food storage facility for chilled, frozen and ambient foods fleet, and centralising visibility into its nationwide fleet.

"We want to move to a point where we can control information through technology and we see EROAD as the technology enabler for that," Hall's Group chief executive, Alan Pearson, says.



Alan Pearson, CEO, Hall's Group (left) with Steven Newman, CEO, EROAD

"We've always had temperature integrity. What we haven't had is the ability to monitor driver performance and driver behaviour."

Pearson says Hall's made the decision to install the EROAD system at a board meeting this week.

"It was a no-brainer," he says. "Based on our analysis and pilots of competing systems, EROAD is the superior solution."

"We're cautious adopters of technology but it is clear to us that the EROAD solution adds to our bottom line and offers a range of features that will be particularly valuable to us."

In addition to its driver behaviour tools, the EROAD solution will help Hall's move away from labour-intensive manual reporting, providing electronic RUC, electronic logbooks and data analytics. Pearson says the move to exception reporting, which the EROAD system offers, will deliver significant benefits to Hall's in terms of labour efficiency and people management.

"We have no doubt EROAD will help take Hall's where we want to go," he says.

"We're very excited about the opportunity to work with a market-leader like Hall's," says EROAD chief executive Steven Newman. "We're confident that our technology can help Hall's develop innovative solutions for further growth."

Author - Richard Edwards (August 7th, 2014). Dieseltalk - News. dieseltalk.co.nz

Retrieved from <http://dieseltalk.co.nz/news/halls-signs-eroad>

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FROM THE CEO'S DESK

ALAN PEARSON
CHIEF EXECUTIVE

"We at Hall's are used to competition as we have evolved and grown throughout our 45 years in a very competitive market. Competition keeps you sharp and challenges your performance and results."

Well what a year 2014 was. It was full of challenge and success within the Hall' Group and for that and on behalf of the Executive team and Board we thank you.

As we count down to the end of 2014 it is timely to reflect back on the year. We certainly started the year with the challenge of getting ready and prepared for the full Restaurant Brands and Wendy's service requirements. From where I am sitting now I can only take my hat off to the effort and hard work from a range of people for making this a reality. In doing so I am acutely aware that our customers had their own internal heroes and therefore apologise in advance if I fail to adequately mention these people. Despite this there is one person that needs to be recognised for her hard work and determination to make the change a success and that is Leonie Reyneke from Restaurant Brands.

In order to cater for the change deals had to be done with Linfox to accommodate Goodman Fielder for their remaining 6 months of contract, IT systems needed to be built to enable all parties to use what was now a three way interface and products shifted from Hall's Logistics to Linfox premises while making this seamless for our customer.

Once this was completed a new and refurbished warehouse complete with new racking was to be built, people recruited, people trained, new picking carts installed, new wrist scanners installed, new voice picking installed and the entire warehouse capability within Hall's Logistics upgraded to cater for completely new products and very fast moving lines to cater for 250 stores across NZ. Add to this the fact that we were also required to assist in doing the same with Wendy's and Burger King South Island as they were also requiring Hall's Services.

All I can say is thank you.

As we progressed through the year we followed the above with one of the most bizarre Easter periods in history. Easter coupled with Anzac Day created the perfect storm where volumes rose 7x, we were hit by a weather bomb and the Inter-Islander ferry service encountered service issues which affected both road and rail. Despite some courageous efforts we fell short in certain areas. Our customers understood and accepted this. From their perspective communication is important and what is being done to address this issue. Readers please note this is why we have as one of our key values and platforms "communicate with customers and each other".

We recovered from this and this led us into the winter months where we started to see some major announcements that are still being played out as I write. Changes affecting HMPV, deep water container shipping, NZ ports, the formation of new alliances, creation of inland ports and the change this will have on future work flows across New Zealand are presently playing out. From a Hall's perspective we are flexible and will adapt to meet the new product flows and directions as they settle, however the transition period will pose its own challenges in terms of balancing what was our previous balanced loads.

Among a few companies there is a perception that Hall's has been successful (which is true) and that with the demise of Transotway, Strait Freight and redirection of AFL large network service providers such as Hall's have little competition. How untrue this is given the rise and growth of companies who were once small players who have become significant players. The existing large point to point temperature controlled companies such as LinFox,

Weatheralls, Brausche and others in the South Island have created fierce competition. Add to this the announced entry of Mainfreight into our temperature controlled market the reader should appreciate that competition exists and rising.

We at Hall's are used to competition as we have evolved and grown throughout our 45 years in a very competitive market. Competition keeps you sharp and challenges your performance and results.

Imagine how good the AB's would be if they only played Portugal every year. We have many major strengths and we will build upon these in the future.

At the end of the day it all comes down to your customers and how they rate us. They want us to deliver on our service promise for the agreed rate and it doesn't get much simpler than this. I am the first to acknowledge that sometimes this service is presented with a range of challenges which include acts of God as we saw during Easter.

So while you take some time off over Christmas and the New Year consider what is install for us in 2015. We need to come back and focus on our customers needs, our attitude towards safety and how this can be improved and how we continue the growth and prosperity of our company Hall's.

Bring on 2015 is all I will say as I am absolutely confident that the business conditions within New Zealand will allow Hall's to grow and prosper. Our customers are looking for a full logistics, all temperature, National Service Provider that can not only do the easier point to point loads, however also the more challenging LCL networked supply chain solution. On this front Hall's capability has no equal.

We however have to perform. It is about caring, it is about professionalism, it is about our values and it is about a 100% customer satisfaction focus.

So have a Merry Christmas and happy New Year and please let all have a safe and enjoyable Christmas break for you and your family.

Alan Pearson,
Chief Executive Officer

Quality Assurance Corner

The Quality Assurance team has been very busy over the past 12 months with a number of areas within the business. The highlights have been the introduction of the Internal audit programme for HRT operations and also the many external audits that have required teamwork from many areas of the business to pass these in depth audit requirements by professional external auditors.

To mention a few, the Restaurant Brands first fully Operational audit at Hall's Logistics Auckland passed with 92% which was very pleasing and a great reflection of the team effort that had gone in over the previous 6 months. We have also had the first of the Inghams KFC audits for HRT Auckland and Palmerston North which also received a 90% and 94% respectively.

Increasingly we are seeing Third party Auditors such as Assure Quality conducting these audits to International food safety parameters.

We have increased our capability in these areas to ensure we are meeting the requirements going forward and it is pleasing to see that Grant Glover – Quality Assurance Manager for Hall's Group has achieved his Advanced Auditor qualification within the first year in the role. We have Natalie Chevis joining the QA team in November this year having being involved with HRT Operations for the past 12 months bringing with her previous QA experience.

It will be an exciting next 12 months as a number of new initiatives are to be introduced around better Carriage of Goods Claims management and other continuous improvement projects.

Transport firms hit by driver shortage

Fonterra's thirst for hiring milk tanker drivers has contributed to a major shortage of truck drivers throughout Southland, sparking a worldwide search to find more.

The shortage of truck drivers is not confined to Southland, with dozens of firms across the country parking up trucks because they have no-one to drive them.

Fonterra's growth in Southland had resulted in truck drivers leaving their transport companies to drive milk tankers for higher pay, set shifts and nine months work a year, industry leaders said.

HW Richardson Group general manager of transport Wayne McEwan said its search for truck drivers in New Zealand and Australia had proved fruitless so he hired 20 drivers from Ireland.

"That still doesn't fill our needs," he said.

Barbara Millard, owner of Cromwell-based transport firm Summerland Express Freight, said she and husband Smilie had been in the freight business for 22 years and the driver shortage was the worst it had been.

"It's just really hard to get quality drivers ... we can't even get any non-quality drivers."

They were also looking at going offshore, saying they needed drivers in Christchurch, Cromwell, Invercargill, Dunedin, Nelson and the West Coast.

New Zealand Road Transport Association Otago Southland area executive Alan Cooper confirmed there was a shortage of truck drivers across the country, particularly class 5 licence holders who operated heavy truck-and-trailer units.

A survey by the Road Transport Forum found 112 companies nationwide had trucks parked up because of a shortage of about 400 drivers, but the total shortage was likely to be much higher.

The transport industry was working on slim margins and was competing with the dairy industry and others for experienced drivers.

The average age of truck drivers was 53, with the transport industry struggling to recruit youngsters due to stiff competition from other sectors, Cooper said.

There were 23,000 heavy haul truck drivers in NZ and only three per cent were women.

Cooper said wages had gone up but the struggle to find drivers continued.

"A few years ago a class 5 driver would get \$18 per hour on average whereas now the conversation won't start on anything less than \$25, with some examples of experienced drivers in the \$30-\$35 range, depending on the type of trucks operated."

He wanted truck drivers put back on the Government's essential skills list so overseas drivers could move to New Zealand and work in the industry long term without having to worry about reapplying for working visas on a regular basis.

Drivetech owner Brian Frew, who puts people through truck driver licensing tests, said it cost about \$3000 to get a class 2, 3 and 5 truck driver licence, but many trucking firms helped employees with those costs.

Fonterra southern operations manager Richard Gray said Fonterra Edendale had 204 dedicated tanker operators picking up farmers' milk.

Fonterra Edendale received a lot of interest from the public about tanker operator roles and advertised when they were needed.

"Our ambition is to be an employer of choice and our offering to tanker operators reflects this," he said.

EVAN HARDING - Southland Times

HRT Internal Depot Quality Audits 2014

12 Months ago Hall's Refrigerated Transport implemented a series of Internal quality audits of the 9 HRT branches throughout the country. This program involves all depots undergoing 4 annual audits per year and involves a 40 point checklist of standard operating procedures and critical control points.

Depots are required to achieve 85% on the score sheet to achieve a pass. This was challenging for most of the depots and initially in round 1 of the audits no depots managed to achieve this.

Throughout the year the Depot have responded to the competitive nature of the program with a number of depots backing themselves to take out the top depot of the year. As the audits took place during the year two depots (Blenheim and Palmerston North) set the early standard by exceeding the pass mark in round two and three.

The smaller depots were excelling by round 4 and the competitiveness to win resulted in two depots coming within less than 1% of each other in the final round. Dunedin finished on 96.62% and Blenheim on 96.52%. It was decided that given the end result was within 1% that both depots have earned the title of "Best Small depot Operation of the year for 2014".

Our congratulations go to both of these depots for applying an excellent level of focus to the Daily and Weekly Operational SOPs.

Palmerston North depot also achieved the highest score in the large depot category and was awarded Winner – "Large depot Operations which involves Auckland, Christchurch and Palmerston North".

Dunedin Depot achieved the most improved depot improving from an Initial score to 96.6% from round one through to round four.

Awards and acknowledgements to these depots took place during September with Grant Madill (Executive Director) and Alan Pearson (Managing Director) personally visiting the depots and putting on a BBQ for the all the staff.

Meanwhile the second year of the Internal audit programme is now underway and all depots appear to be keen to improve their positions and continuously improve.



Alan Pearson, John Warburton



Alan Pearson, Aaron Bonner



Alan Pearson, Grant Madill



John Mason, Pat Goodison, Martin Mason, Brian Bradley, Claude Cross, Paul Chauval, Cyril Heywood



Grant Madill, Brian Bradley, Alan Pearson



From left: Ross Carlene, Jono Bottomly, Dan Dodds, Grant Perriam, Shaun Keightley, John Warburton, Phil Lane and Dave Cook

Palmerston North Big Rigs 4 Child Cancer

The Professionals Big Rigs 4 Child Cancer event was held in Palmerston North earlier this year. The event was organised by a dedicated committee headed by Greg Wenman, Hall's Lower North Island Business Development Manager. It was by far the biggest event the city has seen since its inception in 2004. A huge crowd, fine weather, plus 75 enthusiastic and dedicated truck drivers contributed to the days success. A total of \$30,000 was raised for the Child Cancer Foundation, which is used in the immediate region to support children with cancer and their families to get through their time of need.

The event is not only to support the Child Cancer Foundation, but is also a good public relations exercise for the road transport industry. The general public are able to ride in the trucks, see things from the truck drivers perspective and better understand the challenges that the drivers face on a daily basis whilst on the road.

Hall's was a major sponsor of this event, as were many of Hall's customers and suppliers. Many thanks to all those companies who supported this very worthwhile cause. A special thank you to the Hall's Group and all the Hall's staff, particularly the drivers, who contributed to the success of the day.

More FM also held a "Ride to School in a Big Rig" competition. The winner of this was Alex Hartnell who was picked up by Hall's driver Shane Hapurona in a Hall's Kenworth and taken to Central Normal School. Alex's class mates, many of whom had never been in a truck, got to get a good look inside and outside the vehicle.

Again – many thanks to Hall's Group and staff for supporting this event.



Hall's Attend the NZ Job Expo in Perth



For the first time, the Ministry of Business, Innovation and Employment (MBIE) and Working-In held a NZ Job Expo in Perth and Sydney this November. There was much talk in the news about the first NZ Job Expo in Australia to entice New Zealanders back home. Media was saying that the tide has turned. New Zealand's unemployment rate is at its lowest since 2009 while Australia's jobless rate is the highest in more than a decade. To put that into perspective, that's 30,000 jobs lost in September alone. Kiwis are keen to return home and Australians and expats are looking for more secure long term employment.

Hall's decided to participate in the Perth Expo and the team of Grant Madill, Tracey Kay and Jason Kelly headed to Perth. There were 31 NZ companies presenting themselves to New Zealanders and Australian's who want to come to NZ to work. Hall's was primarily looking for drivers, as you know there is a chronic shortage of good drivers in NZ so we wanted to be on front foot.

We had no idea what to expect or how many drivers would be interesting in finding work in New Zealand.

As the doors opened we could hear the crowds coming and our stand had a constant flow of people wanting to talk about returning home or coming to work in NZ. The reasons were many; family, the cost of living, looking for security or had just been away for too long and it is time to go home.

Hall's created an affiliation with Wrightways Road Training who will undertake pre-employment assessment drives on behalf of Hall's - this relationship is proving fruitful.

A number of drivers stated they were pleasantly surprised at the driver rates in New Zealand, however the majority said that money was not the primary motivator to return home. Some will say the proof is in the pudding and we definitely agree however with the flow of emails and calls we are receiving so far from drivers wanting to return to NZ between now and the next 12 months we think it was definitely worth attending. Hall's name is out there even stronger than before and as the only National Transport Company represented at the Expo – pretty innovative too.



New Alcohol Limit for Drivers

Changes to our legal drinking limits were introduced 1st December 2014 almost halving the current blood alcohol limit from 80mg/100mls to 50mg/100mls.

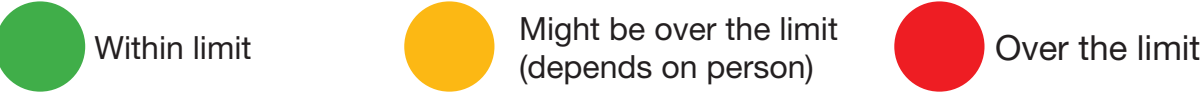
Alcohol affects each individual differently and intoxication has many variables so take the time to reassess your personal limits and make the necessary changes when socialising. Be sure to eat when drinking and hydrate with non-alcoholic beverages in between.

The graph below offers a guide to the new legal limits from 1st December 2014.

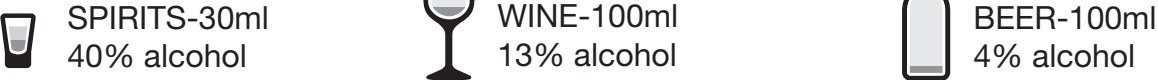
More information on the New Guidelines can be found at: <http://www.nzta.govt.nz/about/advertising/lower-alcohol-levels>



EACH DOT = 1 STANDARD DRINK



1 STANDARD DRINK



Seasonal change brings higher risk of truck crashes



Warmer weather and the start of Daylight Saving have been identified as at risk times for truck crashes and rollovers on the Kaikoura Coast.

During the last five years, the months before and after the start and end of Daylight Saving have seen the highest number of truck crashes on State Highway 1, south of Kaikoura.

The NZ Transport Agency's Transport Officers Manager Tony McNeill says not only does the start of spring bring longer, warmer days but also a seasonal increase in the number of trucks on the highway.

"We are finding that up to 60 per cent of the crashes are happening in September/October and March/April. This is when we get the seasonal shift in freight coinciding with Daylight Saving."

He says moving into warmer weather we know people begin to enjoy more time outside with barbecues, family and friends. There is also more outdoor activity in neighbourhoods, such as mowing lawns, which can have an impact on shift workers sleep patterns.

"Broken sleep can result in fatigue and inattention, which along with speed remain the three primary causes for crashes on the Kaikoura Coast."

The Transport Agency has worked closely with freight companies on reducing the number of rollovers and truck crashes along the Kaikoura Coast since 2008 when truck rollovers peaked at 11. This work has focussed on getting drivers to slow down and pull over when tired. The Keep it 10 Below messaging was, and still is, about reducing speed specifically at advisory corners.

Mr McNeill says many firms have responded to the risks along this section of the highway by instigating several mechanisms to enhance driver support. One example has been putting in place speed alerts if trucks are driving too quickly through GPS ring-fenced portions of the trip.

"With the trip between Christchurch and Picton predominately being trailer swaps, the biggest risk is familiarity, resulting in over confidence and perhaps a lack of attention to detail."

Craig Madill 20 years at Hall's



In August Craig Madill, Executive Director, celebrated 20 years at Hall's. Craig worked as a driver for 18 months prior to the Madill Family purchasing Hall's. Since then Craig has consistently worked with legislative organisations and industry suppliers to create innovative transport solutions in the NZ market for our customers.

Craig's technical and legislative fleet knowledge has resulted in many of Hall's innovative fleet solutions for customers. Just a couple of examples of this would be:

- First 15 metre units to be used on rail and road in NZ.
- Development of trailers and trucks to utilise extra length and weight capacity under new legislation.
- Technical fleet design on trailers and trucks to maximise pay-load.

Needless to say Craig's expertise has resulted in Hall's fleet being leading edge in the NZ market.

Craig also has responsibility for the Workshop and Fleet maintenance along with the Hall's Intermodal Business as well as significant input into the business across the board.

Craig from time to time will be seen behind the wheel where he believes spending time on the road with our drivers is a vital part of 'understanding our business'.

Congratulations Craig on 20 years!

HEALTH AND SAFETY

Health and Safety Audits

During the month of August 2014 it was decided that a more formal approach was needed when conducting Health and Safety audits. An audit checklist was drafted using some of the existing criteria and thereafter additional items relevant to each depot/site was then also included. The audit report generally covers the following areas:

The scoring allocated was weighted according to the importance of the issue under review. For example; compliance to the docking procedure is worth more points than points allocated for ensuring that the latest safety minutes are being displayed on the notice board.

- Health & Safety Observations/Behaviours
- Lighting
- Electrical
- Personal Protective Equipment
- Emergency Planning
- Premises/Offices
- Contractor Management
- Dock Procedures
- Internal Signage & Notice Boards
- Forklifts/Pallet Jacks/
Battery Charging Area
- Chemicals
- Health & Safety Policy
- Accident Reporting & Procedures
- Fire Protection
- Training
- Other Machinery & Equipment

Audits commenced in September and although area for improvement have been identified these have been well received by the Operations Managers. Once the first round of audits have been completed and the scores finalized the results will be forwarded to all Regional and Operational Managers. Audits will be carried out on a monthly basis. If a site achieves above 80% for two consecutive months then their site will be audited every second month thereafter.

The concept has been well received by the Management at each site and they are encouraged to close out the non-conformances identified and strive to achieve a 5 star status at their site which means achieving 90% and more. At the end of every 12 month period each depots will be allocated with their plaque with the average scoring they have received over that period. Our goal is that every depot will ultimately have 5 stars.

It is envisaged that after the first year of audits prizes will be awarded to the "Best overall Depot", "Best Large Depot", "Best Small Depot" and the "Most Improved Depot".

Congratulations to Blenheim Depot for leading the Internal Depot audits for both Operations 97.5% and Health and safety 79%. While there is always room for improvement it is great to see the effort going into these two critical areas. Well done to all the staff at Blenheim.

Mark Mitchell
Health & Safety Manager

Hall's New Freightliners

Hall's refrigerated Transport recently commissioned three brand new HMPV Freightliner truck and trailer units to service their Hawkes Bay to Auckland work for their major customer Heinz from this region. These units are immediately capable of a 50 tonne gross load and hopefully this will be improved over time. Hall's Executive Director Craig Madill stated that the units represent an investment in Daimler Freightliner product which is new for Hall's given our past extensive investments in Daimlers Western Star product and Paccar's Kenworth and DAF models. The Freightliner is equipped with the new DD15 engine and we are hoping this will be the first of such units to be engaged across Hall's.

So if your on the road and see these massive and beautifully appointed units please give the driver a wave.



Congratulations to Milo and His Wife Lisa

Milo has known Lisa for about seven years (god help her) and they married this year on the 24th August in Napier. They have a son (Jacob) who will turn 4 in January.

The father-in-law shake's his head every-time he sees Milo, thinking why oh why did I end up with a son-in-law like that.

Anyway we love them both and wish them all the very best for the future.....God help you Lisa... what have you done?



Paul (Flipper) O'Donnell

Hall's have lost a loyal and hard working solidier due to the sudden passing of Paul (Flipper) O'Donnell in late November.





Drivers, Stores staff and Operations staff in Auckland had constant contact with Flipper on a daily basis and many attended the Funeral service in Drury where it was obvious that he touched many people with his humour and all round helpfulness. For others who could not get to the funeral Flipper was transported in style back through the depot for a final farewell.

Flipper had been with Hall's for 10 years and 8 Months when he passed. Our thoughts and condolences go to Flippers Family and closest Friends many of which worked with him here at Hall's.

He will be sorely missed.



DRIVER'S QUIZ

1.	What am I? While you are driving, you cannot create, send, or read a text message on me or hold me to make or receive a call. This includes accessing online services in any way. If I'm secured you can use me briefly to make, receive or terminate a telephone call while driving. You can also use me while driving to make a 111 or *555 call if it is unsafe or impractical to pull over and stop in a safe place at the side of the road to make the call.				
2.	Evacuating by the nearest exit and assembling at the evacuation assembly point are actions to be taken when?			A	The coffee van arrives in the Depot
				B	It's knock off time
				C	There is too much freight to shift
				D	A continuous alarm sounds in your work area
3.	Doctors, nurses or midwives on urgent business may use a roof-mounted green flashing light. Who do these lights belong to?	31		A	Customs/fisheries/marine reserve vehicle
		32		B	Service vehicle
		33		C	Emergency vehicle
		34		D	Police vehicle
4.	After frost be wary of bridges, railway crossings, concrete strips, corners, intersections and roundabouts that have not been warmed by the sun. Even after the sun has come out, Black ice may linger in areas shaded by?			A	Trees
				B	Buildings
				C	Cuttings
				D	All the above
5.	Headlights and winter driving.	A	The Road Code states that lights must be turned on anytime where you cannot see a person or vehicle clearly 100m away		True / False
		B	When to turn them on-the question you need to ask yourself is not so much 'What can I see'? But 'Can I be seen'?		True / False
		C	Having a current WOF / COF guarantees that your lights are working!		True / False
6.	Leaving yourself an out is the skill of keeping space around your vehicle and using your eyes properly to give you time to make decisions. The 2-4 second rule assists in judging following distances, but for how many seconds should we be searching ahead?			A	6
				B	12
				C	18
7.	On a Hall's site with loading docks, before driving a forklift into the back of a truck the forklift operator must visually check that (circle all correct answers)			A	The load/unload tag is on the hook
				B	The wheel chock is in place
				C	Today's Newspaper is in the Cafeteria
				D	The interior dock light is green
8.	To minimise the draft effect from your vehicle, when passing a cyclist you should keep a minimum of _____ clearance!			A	30 cm
				B	½ m
				C	1 m
9.	To minimise the risk of injury when getting on or off a forklift operators must maintain three points of contact and?			A	Climbing down facing forwards
				B	Climbing out backwards
				C	Jump out
10.	In a refrigerated vehicle proper air flow requires unobstructed paths on ____ sides of the load.			A	2
				B	4
				C	6

Answers: 1. Cellphone 2. D 3. 31 - B; 32 - D; 33 - A; 34 - C 4. D 5. A - 1, B - 1, C - F 6. B 7. ABD 8. C 9. A 10. C

As part of Hall's new Health and Wellness Initiative, we have been running a "Weight Loss Transformation Challenge" for all Staff members. This started 15th September and the participants had 10 Weeks put their best foot forward. It was based upon percentage of weight lost. We started off with 38 People and ended up with 20 people completing the challenge.

The final weights are in and the winner is as follows:

The final weights are in and the winner is as follows:

Name	Location	% Lost	
Shane Johns	Auckland	18.58%	1 st
Peter Elliot	Auckland	15.41%	2 nd
Fiona Wood	Auckland	9.05%	3 rd
Myles Rennie	Napier	8.23%	4 th

Name	Location	% Lost
John Warburton	Dunedin	7.48%
Angela Davies	Auckland	6.91%
Sunel Davies	Auckland	6.02%
Crete Rurehe	Napier	5.15%
Maureen Cazalet	Auckland	5.11%
Tania Cameron	Palmerston North	4.83%

After

Anniversaries

HALL'S REFRIGERATED	HALL'S REFRIGERATED	HALL'S DIRECT	FIVE YEARS
AUCKLAND ADMIN	CHRISTCHURCH ADMIN	DIRECT DRIVERS	Allan Bicker
David Yelavich	Robert Gairdner	Kevin Cresswell	Graeme Pullman
Mark Mitchell	Nigel Burkhart	John Veale	Vasantrai Nagar
Pratima Silva	Gillian Brereton	Daniel Holmes	Sandra Lawrence
Jillian Gabriel	Jessie Sime	DIRECT DISPATCH	Scott Brinsden
Shoaeb Mohammed	CHRISTCHURCH DISPATCH	Gursimrat Singh	Matilda Nemani
Nicole Fitz-Gerald	Amos Simonetta	DIRECT MANAGER	Richard Ball
AUCKLAND DRIVERS	Dylan Whittaker	Graham Ellis	John Mason
Dean Anderson	CHRISTCHURCH DRIVERS		Cameron Thomas
Joshua Anderson	Dean Anderson	HALL'S LOGISITICS	John Thompson
Kayne Armstrong	Jeffrey Harris	LOGISITICS STORES	Darryl Burridge
David McCoid	Dion Kamira	Doug Mauafu	George Millar
Jarrold Paterson	David Ellis	Lisiate Petelo	Barry Gordon
Christopher Tunnell	Matthew Fortune	Luke Telefoni	Clinton Anderson
Glen Deal	Dean Johnstone	Johanne Steel	Leonard King
Peter Canty	Scott Newton	Zachary Corner	Paul Jones
Pania Clay	CHRISTCHURCH STORES	Peter Haua	Paea Mata'u
Clifford Crake	Sayakkarage Ambegoda	Christopher Herriott	
William Heremaia	Darryl Edwardson	Montegau Katene	TEN YEARS
Micheal Hodgins	Abraham George	David Patterson	Michael Blanch
Christopher Tunnell	Aaron Jones	Akeimo Pauli	Ron Johnson
Paul Kukutai	Solomone Maumau	James Reid	Brian Anderson
Matthew Mcdougall	DUNEDIN DRIVERS	Laifone Tatola	
Darran Mclean	Wayne Gillam	Dylan Whittaker	FIFTEEN YEARS
Wayne Watson	Shane Mcdonald	Bridget Wooton	Robbie Ututaonga
TE PUKE STORES	Craig Wells	Stuart Black	Stuart Howden
Marshall Petley	INVERCARGILL DRIVERS	Steven Farrant	
TE PUKE SUPERVISOR	Stuart Mckean	Tevita Kau	TWENTY YEARS
Harley Scott	Peter Brand	Timi Tiopira	Craig Madill
PALMERSTON NORTH DRIVERS	Ross Carlene		
Bruce Baker		HALL'S OSR	
Dylan Dewhurst	HALL'S INTERMODAL	OSR DRIVERS	
Shane Mcewen	Phillip Connelly	Geoffrey Bidois	
Brent Williams	Paraone Davis	Mohamed Kalbon	
Kelvin Kendrick	Norman Hayes	Ronald Millar	
PALMERSTON NORTH STORES	Mark Hocking	Darrell Takiaho	
Matthew Ropati-Livigisitone	John Kidd		
PALMERSTON NORTH ADMIN	Anthony Osborne	HALL'S ROADWAYS	
Kara Patuaka	Tristan Evans	ROADWAYS DRIVERS	
NAPIER DISPATCH	Wayne Forbes	Regan Coyle	
Richard Ball	Mark Tango,	Sukhvinder Gill	
NAPIER STORES	Stuart Wood		
Richard Bassett	INTERMODAL DISPATCH		
Khan Lawson	Leonard Young		



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