

MARCH NEWSLETTER

WELCOME TO THE 2024 CRUISE SEASON

FIRST CRUISESHIP WILL ARRIVE ON APRIL 3



PNWTS MARCH UPDATES & ANNOUNCEMENTS

**2023 T4S READY
T4S ARE NOW AVAILABLE
ON ADP**

Please use your login to ADP and download your T4 there.

**RETENTION RATE
RECORD HIGH**

Drivers: **91.7%**

Cleaners: **85.7%**

Shuttle & Ground
Transportation (GT) Control
team: **80%**

**NEW TEAM
MEMBERS**

LET'S WELCOME

Monty Nava

- HR Coordinator, PNWTS & BMT

Sabrina Harvey

- Administrative Assistant

REFERAL BONUS

Any employee that recommends a new (Full Time) driver to work at PNWTS and that new driver successfully completes one (1) full year with PNWTS, the employee who made the recommendation will receive a \$1000 bonus at the time the recommended driver completes their first year of service. If the new driver is Part Time, then the bonus would be \$250. There shall be no bonus paid for a casual, or on call driver recommendation. The new driver will be responsible to make known the driver that recommended them to the company, at the time of hire.

NEW SEASON TRAINING

PNWTS EMPLOYEES	INDIVIDUAL TEAMS
<p>GROUP TRAINING:</p> <ul style="list-style-type: none"> ▪ April 8 ▪ 9:00-12:00 <p><u>Everyone is welcome</u></p>	<p>Driver Training Week:</p> <ul style="list-style-type: none"> ▪ April 8-11 & 16 ▪ 9:00 - 16:00 <p>GT Control team:</p> <ul style="list-style-type: none"> ▪ April 2 ▪ 10:00 - 17:00 <p>Shuttle team:</p> <ul style="list-style-type: none"> • April 12 (Kickoff Meeting)



HEALTH & SAFETY COMMITTEE

PNWTS HEALTH & SAFETY COMMITTEE IS ESTABLISHED

We will be electing one representative from each team to be the committee member at the training section.

We are looking forward to receiving ideas on health & safety solutions.

Dates To Note:

- March 3 - World Hearing Day
- March 8 - International Women's Day
- March 22 - World Water Day
- March 23 - Earth Hour
- March 31- National Indigenous Languages Day

SUSTAINABILITY ROADMAP RECAP

What a ride!

What a ride it has been to make so much progress in a short time here at PNWTS.

When we started our journey as the chosen supplier to serve the cruise industry by the GVHA in 2018, we had an immediate goal to update the old 1985 fleet that was being used at the pier. We started by replacing the fleet with transport no older than 2005 and upgraded from there. The next step was to retrofit the fleet to 2010 EPA compliance and we had a goal to move more folks for less.

We were the first on the island to invest in electric but those buses didn't work. By going to double decker coaches and completing much of the needed upgrades we have accomplished a 48% reduction in our emissions. We are striving for zero and will keep you posted on how we will get there - together.

More than a transport company - we are a people company - and your dedication to our environmental goals has helped. Your efforts in recycling alone has resulted in a drop of waste to the landfill by 44%. We have cut the use of paper by 61% and dropped electricity use by 5%. Thanks to you, we are now B Corp certified which means that PNWTS met the most stringent environmental and social criteria. In fact, we are the first ground transportation company in North America to earn this designation.

Driver training is just around the corner and we are happy to announce that there will be a First Nations acknowledgment included in the client experience. More on that to come and we look forward to a great season moving our guests quickly, safely and efficiently.