

Risk Control

GROUP PURCHASING PROGRAMS

As a member of a captive affiliated with Captive Resources, you have joined nearly 2000 other companies just as committed to aggressive accident prevention and loss control. We would like to introduce some group-purchasing opportunities available to you.

Captive Resources strives to bring you high quality service providers and vendors. Captive Resources derives no commission or fee from these vendors. These arrangements are part of our continuous commitment to help you prevent and control your losses. We hope you will investigate these services and take advantage of those that might benefit your operations.

Currently we have negotiated special pricing with these vendor partners. You may contact any of these companies directly. When you do, please mention your affiliation with Captive Resources. Please call Captive Resources with questions or suggestions about group purchasing or your safety or claims management services. Many of these vendor partners have come to us through member referrals.

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CAPTIVE RESOURCES



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LifeSavers, Inc.

Each year sudden cardiac arrest claims the lives of some 250,000 Americans before they reach a hospital. Without immediate, onsite cardiac care, the chance of survival is less than five percent. Now there is something that can be done to improve the chance of survival – possibly by up to 70% if administered within the first three minutes of cardiac arrest. The solution is easy to use and relatively inexpensive.

Lifesavers, Inc. focuses primarily on helping businesses establish Automated External Defibrillator (AED) programs to increase survival rates for victims of sudden cardiac arrest. Because cardiac arrest can occur to anyone, anytime at your company, an AED program provides a better chance for employees, customers and visitors who may be stricken. With proper training, anyone in your company can learn how to effectively use an AED.

LifeSavers, Inc. proudly distributes the *LifeLine AED™* from Defibtech. This model offers:

- Simplicity and ease of use.
- Extremely cost-effective for tight budgets.
- Low life-cycle cost of ownership.
- Very low maintenance.
- Excellent dust and water protection.
- Long-life 5-year battery.
- Exceptional durability and reliability.



LifeSavers, Inc. can provide help in managing an AED program in-house, and a comprehensive turnkey solution that will help reduce liability through compliance with all state regulations and your state's Good Samaritan Act.

Through purchasing power, any member of a captive affiliated with Captive Resources will enjoy a **low price of \$995.00** for the Defibtech Lifeline AED and a **20% discount on all accessories**. This is a \$500 savings for each AED alone.

For more information and to discuss the benefits of an AED program contact **Bob Stickel** at 866-641-1200 or bob@lifesaversinc.com. Mention Captive Resources and the name of your captive. Also, visit www.lifesaversinc.com for other product information.

LifeSavers, Inc. 



DriveCam Video Systems

The DriveCam Driving Feedback System provides a complete solution for identifying and improving unsafe driving behavior. DriveCam's customers have documented dramatic reductions in collisions – as much as 70%! By reducing collisions, DriveCam reduces the number of claims and lowers the cost of insuring fleets. When a collision occurs, DriveCam provides unbiased evidence that lowers investigative expense and reduces settlement payments.

The Driving Feedback System integrates video technology and management software to identify high-risk driving habits. Driving events are collected by DriveCam, a palm-sized video recorder mounted by the rearview mirror that records what drivers see and hear. Video event files are automatically downloaded to a computer where managers use software to view and analyze driving performance. Recorded events can also be e-mailed to insurance carriers to help settle claims.

With DriveCam's Driving Feedback System, you will:

- § *Reduce collisions* by identifying and improving risky driving behavior.
- § *Lower maintenance* cost and fuel expense due to aggressive driving behavior.
- § *Provide unbiased evidence* to determine fault, settle claims and avoid false blame.
- § *Provide direct bottom line savings* from fewer collisions.
- § *Improve public perception* of company-branded vehicles.

DriveCam is a unique product and would be a valuable loss prevention tool to many captive members with transportation exposures.

Basic pricing: \$820 for first year includes camera and first year of Managed Service. This is for wired, wireless or cellular cameras. Year 2 is \$420/unit for software license and Managed Service. Upgrade options are available to Managed Service for currently-owned units. Call Mark Hanna to discuss options.

For demonstrations and more information contact **Mark Hanna** at 630-834-1877 or mhanna@drivecam.com for further details. For sample video clips and more, visit the DriveCam website at www.drivecam.com.





Construction Supplies and Equipment
An Employee Owned Company

**379 So. I Street
San Bernardino, CA 92410**

DECKMATE LADDER

A lightweight portable ladder for flatbeds, vans, reefers, straight trucks and dump trucks.

An indispensable tool for any Professional Driver doing P & D or Flatbed work.

Deckmate Ladder Specifications:

- Weighs only 20 lb
- Extends to 53 ‘‘
- Folds to 33 ‘‘
- 18’’ wide
- Anti-skid steps
- Non-Pinch Hinge
- 400 lb capacity
- Made of steel and hangs at a convenient working angle
- Strong, Light & Completely Portable
- Hooks onto rub rail-won’t blow over in wind



Hub Construction Specialties, Inc.

10% to Members

Orders of 5 or More Call Anthony Blacksher for Pricing

Email: anthonyb@hubhasit.com

Web Site: www.hubhasit.com

(909) 379-8619



Deckmate Ladder is a small lightweight portable ladder that was developed for the trucking industry to help with the safety of drivers to cut down on injuries from climbing on or off flatbeds, vans, reefers, straight trucks & dump trucks.

As you know, jumping off trailers can cause serious spinal column compression and injuries to knees, ankles & hips. Some drivers unfortunately can have permanent injuries. Rubber stoppers prevent pinching & chipping. The hinge is designed to prevent pinching fingers and clothes.

The Deckmate Ladder is made of steel. It weighs only 20 lbs., extends to 53”, folds to 33”, is 18” wide, has anti-skid steps and hangs at a convenient working angle. The Deckmate Ladder won’t blow over in the wind because it hooks onto the rub rail or has a bolt-on bracket option for vans, reefers, straight dump trucks.

Deckmate Ladder has been approved by the U.S. Dept. of Labor MSHA’s accident prevention program. We have many satisfied customers all over the U.S. The Deckmate Ladder has been featured in Landline magazine, American Trucker on the Road, Towing and Recovery, and Texas Contractor. The Deckmate Ladder was voted one of ROADSTAR Magazine’s Most Valued Products (MVP) for 2006.

1 Hour Photo

Have you ever been in an accident and needed some way of showing who was at fault? Now you can! 1 Hour Photo is offering to provide any member a 15 exposure disposable flash camera for \$4.75 each, regardless of the number ordered. One of the most effective uses of these cameras is to have one in each glove box of each company vehicle. In case of an accident, they can be invaluable in documenting the accident scene and conditions. They are also useful for general liability slip/fall accidents, products liability claims and workers' compensation incidents.

Captive members have used accident scene cameras and can provide testimonials that they have saved tens of thousands of dollars during claims settlements by having pictures of the accident scenes.

An accident kit is also available for \$12.50, and includes a camera, clipboard, pen, accident reporting form, witness cards, instruction sheet "If you have an accident," and a pre-paid photo finishing mailer in a durable vinyl bag. You can use "1 Hour Photo" for your developing at \$1.79 per roll and 23 cents per print or you can use any developer you wish. For further information or to place an order, contact **Dan Eicher** at 800-887-0392.



Drug-free Solutions Group, LLC

(DSG: Formerly *Employee Information Services* and *Robert Stutman & Associates*)

As the leading consulting firm in the country for substance abuse prevention programs, this consulting firm provides drug-free workplace programs to solve problems the company didn't know they had, for a bottom line they didn't think possible.

- 17% of America's workforce has a substance abuse problem - 1 out of every 6 employees
- 90% of alcoholics are employed
- 73% of all drug users ages 18-49 are employed; 55% deal in the workplace

DSG specializes in developing, implementing, maintaining and updating a company's drug-free workplace policy and procedures, ensuring legal soundness in state(s) the company operates. DSG also provides employee education, manager training, coordination of the drug & alcohol testing administration, and employee assistance programs.

A well-designed program is a powerful risk management/loss control initiative and can reduce a good deal of exposure to liability. Our member/clients say it well:

"The program is excellent and we are thrilled with what it is doing for the company."

~ CFO of a company renting, selling and servicing large construction equipment with 125 employees

"They helped get our policy accepted by over six major unions. During the past six years with their continuous guidance, we have experienced savings in the areas of employee turnover, safety, workers' compensation and employee relations."

~ Human Resource Director of a bakery with 3000 employees

"We can't thank you enough for your continuous, prompt attention to this project. You've been the only one, internally or externally, to get it to this stage. I thank you immensely for your support, expertise and professionalism (not to mention your patience, perseverance and positive attitude). We are already reaping the benefits of having a solid substance abuse program."

~ Director of Safety – propane company serving customers in all 50 states – 4000 employees

"The program DSG put together for us was the key to turn around a problem group of employees in our workforce and it has been a great asset to our company."

~ VP Operations of a design, manufacturing and distribution company with 250 employees

There is no doubt that maintaining a sound and defensible substance abuse prevention program will continue to be a priority for corporate America, as it will be for Captive Resources and its members. If you do not already have a drug-free workplace policy or have not updated your policy or conducted training in the past two years, DSG can help you.

Captive Resources has negotiated very favorable rates with DSG. For additional information call **Christine Clearwater** at 561-266-5111.



Intercept® Oral Fluid Drug Testing

from OraSure Technologies

Drug testing. Mentioning it most likely brings two things to mind: urine tests and the hassles associated with them—collection problems, the inconvenient and time-consuming process, and the many ways tests can be adulterated or diluted. There is a better way.

OraSure has launched an innovative drug-testing service that utilizes saliva samples instead of urine. You don't sacrifice the accuracy and reliability of your current testing program; you simply eliminate the need to collect urine. Through Captive Resources, this service is available at a special rate certain to save you both time and money.

The evolution from urine testing to oral fluid testing benefits both the company conducting the tests as well as the employers taking the tests. The Intercept® oral fluid drug test gives the employer a more efficient process and gives the employee a more comfortable testing atmosphere.

- On-site collections eliminate scheduling fees and downtime
- Oral fluid samples can be collected anytime, anywhere
- Put an end to problems with adulterated or diluted samples
- Every oral fluid collection takes just 3 minutes

Intercept is unique. It's an FDA approved oral fluid test, collected on-site, but the specimen goes to a SAMHSA-certified laboratory for testing. So companies get the convenience and immediacy of oral fluid testing, but also solid and defensible laboratory results. No medical background is necessary to administer these collections. However, with chain-of-custody forms, overnight shipping to labs, MRO review of non-negatives and confirmation testing as a part of our process, you receive a thorough testing program.

Drug testing helps ensure safety and productivity in the workplace, and can reduce theft and absenteeism. Intercept® oral fluid drug tests are the most appropriate tests for the workplace because they are “real time” tests: collections can be done anytime, anywhere, and the results show recent drug use.

QED, our DOT approved instant alcohol test is also available. Please call us for more information.

Through the group purchasing power of Captive Resources, the Intercept oral fluid testing service is available for at a significant savings over standard pricing. To find out more, or to order testing kits, call OraSure at 1-800-869-3538 and mention promotional code CR 13067.



Safety Training Media from CLMI

Comprehensive Loss Management, Inc. is proud to introduce their award winning *Blueprints® for Safety*. Each topic focuses on safety as a process and provides a "blueprint" that can be followed step-by-step. Programs provide a simple, comprehensive, all-in-one format to help trainers achieve maximum results with minimum effort. Even the inexperienced supervisor can provide meaningful safety training. Programs are available in VHS and DVD and includes the following:

- Explanation of the standard and instructions for how to comply.
- Customized sample written program, recordkeeping forms and learning exercise.
- Scripted training session.
- Five (5) employee handbooks (with most programs).

Many topics are available in these educational categories:

- Back Injury Prevention
- Chemical Safety
- Construction
- Equipment and Guarding
- Ergonomics
- Foreign Languages
- Industrial Equipment
- Management and Supervision
- OSHA Compliance
- Personal Protective Equipment
- Physical Hazards
- Vehicle and Driver Safety

All program topics may be viewed at www.clmi-training.com.

Interactive Training

Programs also come in CD-ROM and Web-based media format. This allows for training participants to interact with the program features and information. Over 145 topics are available in this format. Interactive programs are billed on a per-view basis.

Captive members affiliated with Captive Resources will receive a 35% discount on purchases of any services and products – VHS, DVD, CD-ROM or Web-based. For ordering or additional information contact **Erik Olson**, CLMI Sales Manager at 1-800-279-0288 x115 or eolson@clmi-training.com.



Occupational Athletics, Inc. Onsite Employee Health and Safety Assistance

Captive Resources and Occupational Athletics, Inc. (OAI) have teamed up to deliver the most proactive approach to the prevention of injury and illness. OAI delivers Training in Back and Soft Tissue Injury Prevention. OAI is the creator of *The Industrial Athlete* and *The Office Athlete Physical Safety Processes®*. Also created is the *Future of Healthcare Training Seminar*, which is being offered exclusively through Captive Resources.

OAI's mission is to protect your company's most important assets – your employees. Through an innovative, aggressive approach, measurable results will be produced by reducing the frequency and severity of work related injuries and illnesses.

Gameplan For Aging – Many Americans do not have the opportunity to reach and enjoy their retirement due to personal lifestyles. Human behaviors are, perhaps, the most difficult things to change. Through a realistic approach to life and work, *The Gameplan for Aging* helps employees understand the genetic process of aging and the urgency of taking control of their own lifestyles. Other systems include:

ü **The Road Athlete System** (for truck drivers)

The Road Athlete System (RAS) is a regular segment on The Open Road Channel, Channel 171, on XM Radio. Also, the RAS is endorsed by the North American Transportation Management Institute (NATMI) and is recognized by the DOT as a well-defined system for satisfying the driver wellness regulation.



ü **The Bus Athlete System** (for bus drivers)

ü **The Occupational Athlete System** (for everyone)

Each interactive health and safety training system is designed to make a dramatic reduction in healthcare utilization, lowering worker's compensation costs and improving quality of life. Each system includes:

- ü An interactive game book
- ü 2 ½ hours of audio training
- ü Daily motivational slogans
- ü 4 Quarterly utilization survey cards
- ü Laminated stretch cards and ruler

Pre-Shift Stretch – This program has a simple concept and will provide outstanding results. Increasing flexibility through stretching is proven to improve body mechanics, get the body ready for work, heighten awareness, and reduce injuries. Benefits of the Pre-Shift Stretch Program to workers:

- ü Prepares the body for physical work
- ü Enhances body mechanics
- ü Increases flexibility
- ü Creates a great awareness of his/her body
- ü Reduces the risk of soft tissue injury
- ü Feel physically better at the start of the shift

Human Maintenance – This is the most proactive approach to health and safety and also produces the most significant R.O.I. A trainer is positioned onsite at your company location. The trainer provides all of Occupational Athletics' injury and illness prevention through the Human Maintenance System (HMS). These systems focus on your company's greatest concerns, be it injury prevention, disease prevention, or healthy lifestyle promotion.

Hundreds of members have benefited from the services and systems of OAI. For more information on these very successful and innovative programs, contact **Mark Everest** at Occupational Athletics, Inc., (717)651.9510, or at meverestoai@aol.com. Members of captives affiliated with Captive Resources may expect to receive a 15 to 20 percent discount on products and services.





AlertDriving

Web-based driver training and MVR (motor vehicle records) request and review...all on-line and easily managed. AlertDriving.com pioneered web-based fleet risk management starting in 1998, evolving to become the industry standard for global fleet risk management, delivering services to more than 400 clients and 500,000 trainees. In addition to the United States, Canada and Mexico, AlertDriving.com's fleet risk management program is now available in the following countries; France, Germany, Italy, Portugal, Holland, United Kingdom, Belgium, Poland and the Czech Republic. This allows companies with fleet vehicles spread across several countries to deploy a consistent training regime and all the reporting and tracking required.

One of their main focuses has been developing solutions that are highly scalable at the same time ensuring administration remains streamlined. Alertdriving.com does this by combining all its fleet risk management services in AlertDriving.com's 3.1 fully integrated enterprise-class fleet risk management platform.

Driver safety training and fleet risk management is still the cornerstone at AlertDriving. AlertDriving strives to reduce its clients' accidents per million miles driven and create a safe workforce. Safety professionals at AlertDriving continue to develop a comprehensive range of driver training and fleet risk management solutions. AlertDriving is recognized as the leader in global fleet safety and fleet risk management solutions. Even as the company continues to increase its level of technological sophistication, its primary job remains reducing collisions.

AlertDriving offers Captive Resources' captive members the following discounted pricing.

- **10% off ALL driver training modules**
- **One time new client set up fee - \$1,500.00 (regularly \$2,500.00)**
- **One time set up fee for developing custom Policy Testing module (based on clients vehicle policy)- \$1,500.00**
- **10% off the Policy Testing module (regularly \$3.00 per driver)**
- **One time MVR Program set up fee - \$500.00**
- **One time set up fee for our customizable MVR Points Equalization program - \$1,000.00 (regularly \$1,500.00)**

Members should ask for **Russell Rogers** and make sure to let him know they are with a Captive Resources group captive. Russell can be contacted at russell.rogers@alertdriving.com, or 877-867-6642.



ChoicePoint

In an era of heightened security concerns, reviewing the background of prospective and existing employees in your company is more critical now than ever. An employer must do more than rely on what a job applicant reveals on an employment application to reduce security risks. ChoicePoint's background screening services will help your business make well-informed hiring decisions, reduce employee fraud, decrease employee turnover and will help you maintain a safe working environment.

ChoicePoint Employee Screening Services

The pricing displayed below does not include education and employment out of pocket charges, court access fees, transcript fees and other state registry fees that may apply. Visit the website for details.

Additional Products & Services:	<u>Cost</u>
§ Social Security Number Verification	3.00
§ National Criminal Record File	18.70
§ Motor Vehicle Record	5.00
§ County Criminal Record Search	18.00
§ Federal District Court Criminal Record Search	16.00
§ Standard Employment Verification	13.00
§ Education Verification (Highest Degree)	12.00
§ Credit History	9.00

*Other background reports are available. Visit www.screennow.com for details.

ScreenNow Online Preemployment Screening Services

ScreenNow was designed for small to mid-sized businesses that compete with large companies for the best employees. By offering Fair Credit Reporting Act - compliant reports, ScreenNow can accelerate the screening process and help you hire better candidates – *fast*. Features include:

- | | |
|--|-------------------------------------|
| § FCRA compliant reports | § 24/7 customer support |
| § Quick results provided 24/7 at our website | § Payment by invoice or credit card |
| § An array of screening services | |

Any member of a captive affiliated with Captive Resources will receive a 15% discount on all ScreenNow Instant Criminal Background Reports and a waived setup fee – an additional \$50 to \$100 savings. To receive your discounts, register through www.employment.screennow.com. Click the **SIGN UP NOW!** link and a registration form will appear. Remember to include **your promotional code: DFSG** on the signup form. If you want to register or have specific questions about service, please call Customer Support at 866-432-7241. Again, mention your promotional code.





Everyday millions of consumers are faced with the challenges of communicating with a fast growing Spanish-speaking population. The Hispanic population is growing at nearly five times the rate of the national population. Many of these Spanish-only speakers work in the housekeeping, landscaping and construction industries. CommuniCards® are an ideal fit for consumers who lead fast-paced lives and are always looking for sensible and unique solutions to quickly communicate the action or work that needs to be done.

CommuniCard® products are fold-out laminated guides and card decks that translate household and other work-related tasks from English into Spanish and vice versa. These one-of-a-kind bilingual visual aids have been extensively researched and designed to meet communication needs on-demand. CommuniCards® bridge the cultural and language barriers between Spanish and English-speaking populations. They are a convenient pocket size making them more portable to carry around than translation dictionaries. They are also coated for outdoor and repeated use.

Benefits of CommuniCard® Products:

- No need to learn another language – illustrations convey desired tasks
- No need for translators or an English/Spanish dictionary
- Pocket guides fit in front or back pocket and are durable for outdoors and repeat use
- Card sets allow you to “leave instructions behind” when you’re not there
- Saves time and money by getting the job done right the first time
- Trade specific with a wide range of relevant applications and uses
- Can be customized to many service industries
- Researched and tested for effectiveness on the job site

The pictures do the talking.®

Illustrations are the key to communication for the CommuniCard™ products making them faster and easier to use than English/Spanish dictionaries. The illustrations convey descriptive tasks without the need to speak.

CommuniCards® can be customized for your specific service industry. To learn more about CommuniCard® products, visit our website at www.thecommunicard.com or contact us at sales@thecommunicard.com or 800-672-7060. Members affiliated with Captive Resources will receive a 25% discount based on quantity of orders.



ORR Safety

ORR Safety's primary business focus is the wholesale distribution of industrial safety, occupational health, industrial hygiene, and fire-related equipment and supplies. Today, as a leading national supplier, ORR represents over 600 leading global manufacturers covering all aspects of safety product classifications with a network of strategically located distribution centers. And, all ORR Safety locations are ISO-9002 certified.

Comprehensive Prescription Safety Eyewear Program – You can lower the overall hard costs of your Rx Safety Eyewear as well as the cost to internally administer your program. You will be provided with a reporting package that helps your business effectively analyze and manage your Rx Eyewear program, provide your department managers and employees with higher service levels and faster deliveries, and be guaranteed that all Rx Safety Eyewear meets the required ANSI standard. Simple and easy; ask for your free packet of information.

ORR Safety provides industrial supply solutions in the areas of signs & labels, mats, sorbents, abrasives, adhesives, industrial tapes & packaging, ladders, hand cleaners, traffic control and lights & batteries. ORR's alliances with key international shipping partners enable logistical solutions to virtually any destination.

While the distribution of occupational health and safety products is their core competency, ORR Safety has developed a robust suite of e-commerce applications and interoperability tools that are designed to easily integrate with virtually all computing platforms. ORR now extends its e-commerce solutions to all members of captives affiliated with Captive Resources at a significant discount from e-catalog pricing. Members will enjoy a valued online shopping experience that brings:

- A comprehensive offering of over 2000 industrial and safety items in one convenient catalog.
- An easy-to-use navigator and search engine.
- Product attributes and images on every product to help you find exactly what you need.
- Secure transactions powered by VeriSign®.
- Same day shipment on most items.
- Discounted pricing for all Captive Resource members that are registered online users!

For more information, or if you would like to register as an e-catalog user, please contact **RubyAnn Stevenson** at 800/697-4677, x6407 or rubbyanns@orrcorp.com and mention Captive Resources.



Red Wing Brands of America

Hassle Free Footwear

Discover the Benefits of our “HassleFree” Shoe Program. As a Safety Professional, you decide the level of protection your employees receive. Red Wing Shoes makes that decision easy by providing you with the highest quality footwear available. Whether you’re using our 150 mobile units, 4000 Retailers, or just picking up the phone, Red Wing makes the choice easy.

Complete Footwear Coverage

Red Wing- Red Wing brand is built best with premium leathers, soles engineered to withstand the most extreme conditions, and ASTM rated steel toe protection, which provides the ultimate in safety, comfort and durability. Huge product selection of lace up, pull on, athletic, hiker, and oxford styles ensure the most comfortable, best footwear protection available in the industry today.

WORX- Built right and priced right, WORX provides a line of product sure to satisfy the changing needs of America’s work force. From SD Steel Toe work boots to slip resistant footwear for the hotel/restaurant industry, WORX has got you covered.

Carhartt- Designing footwear for every working atmosphere is a practice we continue to perfect. Utilizing the newest in technology and innovation, Carhartt footwear provides a natural fit to wear with Carhartt work wear.

Remarkable choice of styles- over 300 industry specific and task-oriented designs ensure that your employees have the best selection of styles built specifically for the task at hand.

Range of sizes and widths- we have yet to meet a foot we can’t fit. We have sizes ranging from 4-18 and AA to EEEE.

Convenient retail locations and Shoe Truck Service available- we have over 4000 retailers and 150 shoe trucks nationwide, making it easy to get the proper footwear for the job.

Contact us- for more information on Red Wings “HassleFree” program, visit www.redwingsafety.com or call toll free 1-888-873-5546. Be sure to mention that you are a member of a Captive Resources captive program.



Shoes For Crews

Shoes For Crews® (SFC) provides the world's leading slip-resistant shoes and boots. Every pair features the patented *SFC III™ Slip-Resistant Sole* that grips the microscopic roughness of slippery floor surfaces and helps channel liquids away from under the shoe sole. Currently, there are 55 casual, dress, athletic and work styles available.

Every pair of SFC footwear is sold with an unconditional 60 day wear and compare guarantee. If dissatisfied, the footwear may be exchanged or returned for a full refund of the purchase price.

Any member of a captive affiliated with Captive Resources will be given the opportunity to conduct a formal trial by wear-testing shoes free of charge. SFC will provide catalogs, complimentary footwear and assistance to ensure that the product offering is communicated thoroughly within your company.

After your company formulates a purchase plan these additional benefits will become available:

- **Discount of 12% to 28% on purchases of SFC footwear**
- **Shipping charge of only 99¢ on bulk orders of 35 pair or more**
- **\$5000 Slip and Fall Warranty***

***SLIP AND FALL WARRANTY** – “IF AN EMPLOYEE SLIPS & FALLS WHILE WEARING SHOES FOR CREWS®, WE WILL REIMBURSE YOUR COMPANY UP TO \$5000 FOR EACH WORKERS COMPENSATION CLAIM PAID!” Conditions apply.

To set up a wear-test, contact **Randy N. Lubart** at 800-218-4770 or randy@shoesforcrews.com. More information is also available at the SFC website, www.ShoesForCrews.com.



Bilingual Solutions Int'l Inc.

Today's Latino worker makes up a big part of our nation's workforce. According to census statistics, Spanish speaking workers totaled 40 million or about 13% of the total population of the United States. In states like California, Florida, Texas, Illinois, Carolina, Colorado and Kentucky, Latino workers make up greater than 50% of the workforce. *Unfortunately, they also have the highest fatality rate in the workplace.* Ask yourself:

- § Do you work directly or indirectly with Spanish-speaking employees?
- § Do you find they are good workers with few complaints?
- § Do you find that they will say yes to almost everything?
- § Do you sometimes get frustrated due to the communication and cultural gap?
- § Would you like to improve communication, morale, productivity and safety of these workers?

Bilingual Solutions Int'l, Inc. is a leading consulting & training firm specializing in corporate training in both English and Spanish. Headquartered in Los Angeles, CA, BSI was established to close the communication and cultural gap with the Spanish-speaking workforce. BSI can help your company:

Keynote Presentations

- § "The Power of a Positive Attitude" / Motivational Presentation
- § "You Don't Have to Speak Spanish to Communicate with your Spanish-Speaking Workforce"
- § "If You Think You Can/ If You Think You Can't-- YOU ARE ABSOLUTELY RIGHT!"

Training in Safety, OSHA, Communication Skills, Personal Development Skills

- | | |
|---|------------------------------------|
| § Empower & Motivate Your Latino Workforce | § OSHA 501 General Industry Safety |
| § OSHA 311 Fall Protection Class | § Confined Space / PRCS |
| § First Aid / CPR | § How to Prepare for An OSHA Visit |
| § Supervisors Communication & People Skills | § The Power of Cultural Diversity |
| § Sexual Harassment and How Do I Avoid It | § Project Management Made Easy |
| § How to Prioritize & Organize Your Day | § OSHA 500 Construction Safety |

Consulting in Workplace Safety, Translation Services, & Human Resources

- | | |
|--|--|
| § Translation of Training Materials & Policies | § Customized Training Videos / CDs |
| § Development & Review of OSHA Logs | § Vehicle / Fleet Safety Loss Control |
| § Ergonomic Evaluations & Training | § Industrial Hygiene Surveys & Service |
| § Development of Safety Committees | § And much more... |

For more information on these unique services and programs contact **Hector Escarcega** at BSI, Inc., 323-256-6968 or go to www.BilingualBiz.com. **Members of captives affiliated with Captive Resources may expect to receive a 15 to 20 percent discount on services and products.**

Bilingual Solutions Int'l Inc.™
FULL-ESTEEM AHEAD TRAINING & SEMINARS
"Specializing in Corporate Training and Consulting for the Spanish and English Speaking Workforce"



Lee TransServices, Inc.

Lee TranServices, Inc. (LTS) is the nation's leading provider of Regulatory Compliance & Risk Management Services Solutions to the for-hire and private motor carrier transportation industry.

With a premier commitment to the use of technology, best practices and personalized client service, LTS delivers the most progressive Solutions in managing information pertaining to driver qualification files, hours of service, fuel tax reporting, permitting, licensing / titling and DOT compliance in existence today. Through the combination of computer digital imaging and data access via the web, LTS clients are provided a paperless environment to manage documents and reach their compliance and risk management objectives.

For over 20 years, the LTS mission has been to provide expertise and service that will help reduce the client's compliance costs, liability and risk exposures. The return on investment is immediate. As a new client, a free analysis and comparison of your internal processes is completed first. Then, as a member of a group captive affiliated with Captive Resources, you will receive an exclusive **25% service fee reduction per month for the initial 90 days of service** for the following LTS enhanced web / paperless compliance & risk management Solutions:

- Ø *Driver Qualification Data Service (DQDS)*
- Ø *Driver Log Audit (DLA) Service*
- Ø *Fuel Tax Reporting (FTR) Service*

All above tailored Solutions share the common client benefits of cost-effectiveness, web-based client Document Image Viewing and "real-time" Compliance & Risk Management Report data access.

Join many of the country's leading carriers who've partnered with LTS to reduce their compliance costs, liability and risk exposure for over the past 20 years.

Compare your existing *external* providers or *internal* processes – and your return on investment – in costs/ service to the Lee TranServices' advantage and Solutions today. While this analysis and comparison is free, the return is priceless!

To explore the tremendous benefits for your Organization, please contact *John Vosters, Vice President – National Sales* at (920) 687-1858 or jvosters@leetrans.com, and visit our website at www.leetrans.com.



TREAD-1 and Pro-TREAD

Instructional Technologies, Inc. (ITI) is the preeminent and most successful provider of computer-based, interactive driver training programs to the commercial trucking industry. Our original core program, TREAD-1, delivers training to your drivers, one-on-one, via free, new, dedicated computers that ITI provides at your terminals – free of charge. You do not buy or rent the computers. Some fleets have well over 100 of our computers dispersed across their operations; others have only one. We fit your needs.

Pro-TREAD is the Internet-based version of TREAD-1. Drivers may take lessons anytime, anywhere, on any computer with a reasonable Internet connection speed (minimum 56K dial-up, preferably DSL or faster). You may use either delivery system, or a combination of both.

Both TREAD-1 and Pro-TREAD are being used today by over 130 carriers ranging from 40,000 to 15 drivers. The training is extremely easy for drivers to use, engaging, up-to-date, and effective. It's the only computer-based program available that is fully compliant with the only federally-approved training program for professional drivers, that of the PTDI (part of the TCA). The program is currently and constantly expanding, and offers over 35 courses ranging from Defensive Driving to Skid Control, from Backing & Docking to Accident Procedures, from HOS to the four federally-required Entry Level courses.

Lessons are constantly updated. ITI stays ahead of all regulatory and technical changes in the industry. No lesson becomes stale.

Importantly, TREAD-1 and Pro-TREAD are powerful risk management tools: When needed for DOT and legal matters, the private, web-based database that we provide for free to each client offers bullet-proof, independent documentation that you trained your drivers with the best program available. The database documents and stores all lesson-completion data. This can save you millions in litigation. And because it allows you to monitor on a daily basis your drivers' training history, it streamlines your record-management operations.

All members of Captive Resources will receive a 10% discount from any pricing plan. The highest price per lesson is \$13.50 (\$15 for non-members), and prices per lesson reduce dramatically with volume usage.

For more information and for a free demo of the programs, please contact:

E. Bruce Weiss, Executive Vice President
bruce@instructiontech.net
office: 303.386.4677; cell: 407.221.3456





eCore Software Inc.

eCore Software Inc. is a premier provider of HR productivity solutions to the Public Service industry. Their suite of software products is helping operations across North America improve employee satisfaction and the bottom line. Their ASP pricing guarantees the total lowest cost of ownership with flat, monthly fees and no large up-front investment for hardware and software.

ePro BioClocks

ePro BioClock Smart Clocks provide a one of a kind biometric (fingerprint scanning) time & attendance solution that even the most expensive time & attendance systems can't provide. BioClocks can be installed and synchronized across multiple locations using the Internet. The smart clock feature allows managers to track late clock-ins, early clock-outs, overtime, and certification status and requires employees to provide comments when clocking in or out under any of those conditions.

ePro Scheduler

ePro Scheduler is a web-based, enterprise solution that combines schedule control, time & attendance and payroll management into one accessible tool. The ability to quickly generate and distribute schedules and receive feedback from employees ensures that the current schedule and payroll information is always up-to-date and accurate. Scheduling automation creates and staffs the schedule with qualified employees with valid credentials. The timekeeping & attendance solution lets you track actual attendance against the posted schedule. Generate weekly or bi-weekly payroll from ePro Scheduler. Vacation, sick and PTO balances are maintained with configurable formulas.

ePro Manager

ePro Manager is a comprehensive set of record management tools built into one, web-based software package. ePro Manager eliminates duplicate records, shares data with other vendor products, and manages various aspects of Human Resources. Some of the functions included in ePro Manager are:

- Vehicle management and maintenance
- Dispatch incident reporting
- Employee incident tracking
- Continuing education (content and tracking)
- Inventory management

Designed for public service fleets (such as ambulances or fire departments), the *ePro Product Suite* can be easily adapted to meet the scheduling needs of almost any industry.

For members of Captive Resources captives, eCore offers a 15% discount off published prices. For additional information, contact **Patrick Fitzsimmons** at (214)221-6515, or at pfitz@ecoresoftware.com. The company's website is www.ecoresoftware.com. They may also be contacted toll free at (866)240-6996.



Astral Communications

Astral Communications, Inc., Air Link Communication and Land Sonar have teamed to present the next generation of vehicle tracking and mobile data communication. Using GPS and wireless communication technology, companies may track the location, speed and identifiers of vehicles on a real-time basis using an easy-to-read map. Map features are quick and easy and include:

- Multiple map windows
- Zoom in and zoom out control
- Customizable zones for better tracking
- Landmarks for easier reference
- Specific vehicle locator
- Specific address locator
- Pre-designated event alarms

Vehicle data is continuously accumulated and archived in a customized format for ease of analysis. Available data include times and locations of every stop, times and locations of every speeding event, odometer events, time card verification, and much more.

The Astral Communications GPS package allows the user to track drivers' speeds and locations throughout the day. This system helps you better manage your drivers thereby improving scheduling and dispatching of vehicles. It may also help control liability claims, by pinpointing exact locations and speeds of your drivers at specific times.

Astral Communications, with the assistance of Air Link Communications and Land Sonar, has developed special price reductions for members of group captives affiliated with Captive Resources. Members will receive Air Link ATS software free – a \$10,000 value. The package includes all necessary hardware (including installation), software, Land Sonar's Speed Gauge Service, and cellular air time. Software setup is not included, as this varies by customer, and so it will be quoted separately. The package also does not include optional vehicle text messaging and status, which is available at a separate fee.

Based on a twenty-unit system, we will offer this system to Captive Resources members at a reduced monthly cost of \$42.52 per unit. Smaller systems will cost slightly more and larger systems slightly less. The system offers extremely high resolution data (45 second updates), designed to maximize the benefits of Land Sonar's Speed Gauge.

For information and a quotation contact:

Chip George, Astral Communications, 6115 Ben Place, Suite B, Boulder, CO 80301.
303-449-7820 or chip@astralcommunications.com

