Mother Nature Delays Solar Installation

Unusually high number of rainy days has slowed progress at 501 & 601 Kentile.

2018 was New Jersey’s wettest year since 1895 with 64.30” of annual average precipitation. While the plants enjoyed the rain, the solar installation crew was hit with a number of setbacks and delays at 501 and 601 Kentile. Without much time to dry out, the detention basins turned into a mud pit that ground most of the work to a slow stop and pushed the completion date back to early April.

Although some setbacks are always expected with new construction projects, the magnitude of these rain delays was not on our radar. Since this is the first ground mount solar installation for Hall’s, never have we had to deal with this type of problem when working on previous roof top mounted installations.

“Thank you to everyone and every department that has been helpful, flexible and patient throughout this process,” Project Leader Patrick Sahradnik said. “Your support reflects the incredible strength of the Hall’s team spirit.”

This project provides two very real benefits. First, it provides emissions-free energy. Second, it provides us with power at an affordable and stable rate, less than what we would otherwise pay. Reducing our energy costs helps us be more competitive and continue as a long-term New Jersey business.

This installation furthers Hall’s goal to reduce our carbon footprint and allows us to save money through lower energy costs. This fits with the State of New Jersey’s comprehensive Energy Master Plan, which calls for 100 percent of its electricity to come from renewable energy sources by 2050.

As New Jersey shifts to a 100% clean energy state, Hall’s will continue to adopt sustainable practices and look to reduce our impact on the environment.

“*If we had no winter, the spring would not be so pleasant. If we did not sometimes taste of adversity, prosperity would not be so welcome.*”

—Anne Bradstreet
The Electronic Logging Device (ELD) is used to electronically record a driver’s Record of Duty status. This new technology replaces the paper logbook our drivers used previously to record their Hours of Service (HOS).

By August 2017, well before the December 18, 2017 federal deadline, 100 percent of Hall’s vehicles were equipped with the new devices. To track a driver’s HOS electronically, the devices are synchronized integrally with a truck’s engine, ensuring that all drive segments are captured. E-logs are available to dispatch, safety and management personnel in real time, which saves drivers time and keeps everyone up to date.

Hall’s now has clear visibility of our driver’s actual driving and on duty times which gives us the ability to better manage our workflow, while staying in strict compliance with federal regulations.

New Employees

401 Kentile Road
Jenny Fernandez-Davila
Abraham Guerrero
Oktavia Rombot
Dennis Gatus Vinas

501 Kentile Road
Miguel Sajbin Castro
Juan Ixcuna Colaj
William Devarti, Jr.
Jorge Apolonio Donis
Arydas Draudvila
Pedro Ixcuna Olmos
Jeffry Patrick Lolo
Dalis Mundaray
Jaycee Negron
Ana Luzmila Neyra Terrones
Omar Popayan
Jonathan Ruiz-Coyoy
Brandon Una
Angela Volk
Feber Watulangkow

601 Kentile Road
Rolando H. Pangalila
Christy Sumilat

Access Road
Angelo Castillo
James Harabin, Jr.
Samuel Ingram
Christ Kairupan
Safia Khalaf
Bryan Mackey
Andrew T. Mcgriff
Allan Perry
Anthony Simmons, Jr.
Ricky Surentu
Patrick T. Thompson
Michael Tritto
William Walsh

Corporate
Joseph Strumolo

Edison
Bien Caleon
Giovanni Lopez-Soriano

James McCauley
James Morales
Jeheshkel Rantung
Michael Selensky
Justin Vega
Sean Watson

HFMF
Jaime Arango
Hasan Cherry
Roel Y. Hinlo
Dufar Manzano
August L. Ott, III
Mark Piano

Piscataway
Guy P. Wilson

Security
John Pizzo

Bridgewater
Edgar Amezquita
Barry Smith

Word Search Solution

Mark Your Calendar!

Saturday, September 21st

Hall’s Company Picnic
Save the Date for our celebration of Hall’s employees and your families! Bring the whole family out for lots of food and beverages, PLUS plenty of fun activities for all ages.

11 am - 5 pm
Forest Lodge in Warren, NJ
JGS Insurance: The New Benefits Support Center for All Benefits-Eligible Employees

The “Benefits Support Center” is provided through our new Benefits Consultant, JGS Insurance. You can count on this service whenever you have a claim, eligibility, authorization, or any other benefits-related problem.

For a routine question or request (re-ordering a lost ID card, locating a participating provider, etc.), contact the insurance carrier as you normally would. But you can also call 1-732-837-1072 for personalized, one-on-one assistance with problems like:

- Your claim has been denied or underpaid.
- Your provider can’t verify that you participate in the plan.
- You were denied pre-certification for a hospital admission or procedure.
- You need to verify if a particular service is covered under the plan.
- Any other benefits related issue, if the insurance carrier cannot help you.

The Benefits Support Center will save you time (and reduce your stress) on any benefits problem. We hope you take advantage of this outstanding service.

JGS Insurance
101 Crawfords Corner Road, Suite 1300
Holmdel, NJ 07733
E-Mail: benefits@jgsinsurance.com
Phone: 1-732-837-1072
Fax: 1-732-834-0233

High-Tech Holiday Cheer

With all the holiday rush and people competing for time on everyone’s calendars, we can forget the true meaning of Christmas — sharing quality time with our loved ones.

The traditional charming red, gold and green colors from the poinsettias, pine trees, ribbons and garlands can easily get lost behind the white stack of documents and books, and the screens that are part of our daily lives.

Around the first week of December, the IT lab team came up with an idea. IT Support Technician William Jurado (pictured) made it a reality while decorating his house and listening to Christmas music with his family.

Creating the high-tech wreath was an opportunity to briefly stop time, capture a special moment, bring back some of the colors of the season, and share that feeling with his Hall’s family. A day later, he brought the wreath from home and hung it in the front entrance of the Human Resources/Information Technology office suites.

At the time, there was no official name for this decoration. The first one that seemed adequate was the “Six Gigabyte Wreath.” But that didn’t accurately describe the exact number of bytes since old RAM memory sticks were the main component. It wasn’t until IS Director Wil Biscardi saw it and said, “Christmas Memories!” There was no discussion, no meetings nor consensus needed. It was like a universal thought that needed to be attached there forever, just brilliant!

Jurado said it best. “There should always be an opportunity for every one of us to admire life and capture its details, especially during these days.” May this season bring you and your family joy, health, prosperity, and love!
In the last issue of @HALLSCORP, we shared the early history of Hall’s IT evolution. From Datapoint in the 70s which was Hall’s first, “homegrown” system, to MAVES which got us through the early 2000s. In part two, we’ll tell you how Hall’s IT has come full circle.

Accellos

In the early 2000s, Hall’s was ready to explore new IT opportunities driven again by the need to stay competitive and to provide our existing and prospective clients with new capabilities demanded by the ever-changing Supply Chain industry. Storing product and delivering it was no longer enough. True partnerships and visibility into the supply chain network were setting the bar ever higher for 3PLs like Hall’s.

We turned to Accellos to help take us to the next stage in Hall’s IT development. Unlike MAVES (see Summer 2018 newsletter), which was based on a proprietary software platform, the Accellos system is built with industry-standard software components such as a relational database management system (RDBMS). The Hall’s client base was converted from the MAVES system to the Accellos system over the course of many months with careful coordination between Hall’s and each client to minimize disruptions to business operations. We often liken this to changing the tires on a moving truck!

Over the past few years, we have entered yet another era. Whether it was Datapoint, or MAVES, or Accellos, the servers (hardware) running these systems always resided at Hall’s in the Data Center room. This arrangement has its pros and cons. One pro is that we own the equipment and we have total control of maintaining and caring for it. This also means that when the equipment fails, we are responsible for fixing it quickly for business continuity. And it means if we want to keep up with the latest hardware technology, we must periodically replace the hardware as we did in the early days of the Datapoint.

The Cloud

One alternative is to partner with a service provider who maintains the computer hardware at its own facilities, and Hall’s leases this equipment. No longer does the equipment reside in the Hall’s Data Center. It is located at the service provider’s remote facility where it resides (you guessed it) in “the Cloud.” Hall’s is connected to the Cloud via the Internet. Microsoft Azure and Amazon’s Web Services (AWS) are examples of Cloud providers.

At this point, some of our software is still supported by hardware in our Data Center, but we are beginning to move more and more of our applications to the Cloud. For example:

- In March 2018, HR replaced ADP with the new PAYCOM payroll system which is 100% Web-based in the Cloud.
- In January 2015, we moved our Accellos WMS to the Cloud with AWS.
- Our Accounting system (Microsoft Dynamics AX) has been running in the Cloud since January 2016.
- In the first quarter of 2018, we migrated our Exchange email system to Microsoft O365 in the Azure Cloud.
- In September 2018, we converted our internal Lync messaging system to the O365 version called Skype for Business.

There are more Cloud upgrades on the horizon such as Microsoft O365 for Sharepoint which will replace the File Share for storing files and documents in a common company repository. We will consider offering Microsoft’s One Drive for storing documents in the Cloud. We will explore moving the Hall’s Transportation Management System (Accellos A1 Transport) and Staylinked service for RF devices to the Cloud as well.

So we have come full circle since the 1970s - from a service bureau that provided reports from a remote location, to the modern Cloud supporting our software applications on remote servers. When we say there are Cloudy skies ahead, we don’t mean grey skies, we mean bright skies for Hall’s!
Stock Market’s Volatility Making You Nervous?

The market can be unpredictable, like a roller coaster – one minute it’s up, the next it’s down. During these volatile times, when the ride is more scary than fun, it’s important to remember these three essentials:

1. **Volatility in the market is normal.** It occurs when prices of the underlying securities fluctuate. Prices move when the expected value of the securities change due to real events, shifting expectations, or even rumors. You should always consider the big picture before making any changes to your account.

2. **Don’t panic.** Avoid being an emotional investor. If you have many years before retirement, staying in the stock market can be beneficial as you have plenty of time to make up losses.

3. **Have a strategy.** Be aware of your time horizon to retirement and your risk tolerance. These two items will help you shape an investment portfolio that matches your objectives.

In general, higher risk investments such as stocks are more likely to fluctuate compared to lower risk investments such as bonds and capital preservation funds. However, market volatility is still a normal part of investing. Having a diverse portfolio may help your account from suffering a significant setback that will affect you in the long run, and you will be less likely to be motivated by short term fears and woes.

Check to make sure you’re using the right mix of investments by completing our online Investor Profile Quiz at MillimanBenefits.com.

How to Request A Punch Change in Paycom

With our new payroll system, Paycom, you have a lot more visibility into your information maintained by Hall’s. We will be sharing important tips and tricks to help you get the most out of this new system!

One exciting feature is the ability to view your timecard throughout the week. It’s a great way to ensure your timecard is correct before it goes to payroll for processing.

You can do more than just look at your card, however. If your timecard doesn’t look right, you can also submit changes to your supervisor. The steps below outline how to add a “Punch Change Request.”

**STEP 1:** Under Time Management, select “Web Time Sheet Read Only” to see your recent punches.

**STEP 2:** Any missing punches will be indicated with the two question marks (??), as well as an exclamation point (!) within a red triangle. To correct a missed punch, click “??”

**STEP 3:** On the Missing Punch Change Request pop-up that appears, verify the date and the time of your missed punch, then select “Add Request.”

**STEP 4:** After you add your punch, remember that it will not appear in your timecard until your manager approves the change. Check back in a few hours to see if the change has been approved or denied.
Did You Know?

Tech Tip #12
Using WORD As A Whiteboard

We are all familiar with Microsoft Word for composing documents. We typically start at the top of the page and begin typing our text in the form of sentences and paragraphs. But DID YOU KNOW that you may also use Word as a glorified whiteboard?

Just create or open a Word document in the usual way. Double-click in any unused area of the document and start typing. There’s your whiteboard to use for a spur of the moment brainstorming session or presentation. You can save your great ideas as you would any other Word document!

Bonus Tip: Cut/Paste Alternative

We have all used Word’s option to cut a selection of text from one portion of a document to move it to another area of the document. One method is to use CTRL-x and CTRL-v to move the text. As an alternative, you may try this approach.

First, highlight the text you want to move as you normally would. Now press the F2 key. You will notice that the status bar (at the bottom of your screen) displays the message “Move to where?”

Place the cursor at the location where you wish to move the block of text. Press the ENTER key and the selection will be moved.

We hope you find these little tips useful or at least interesting.