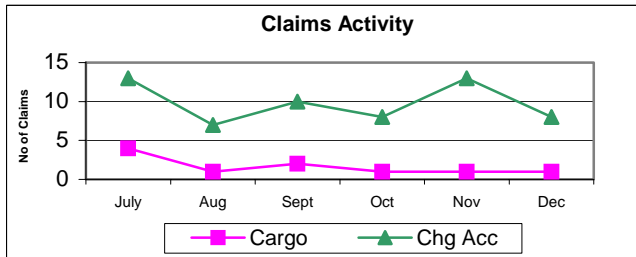
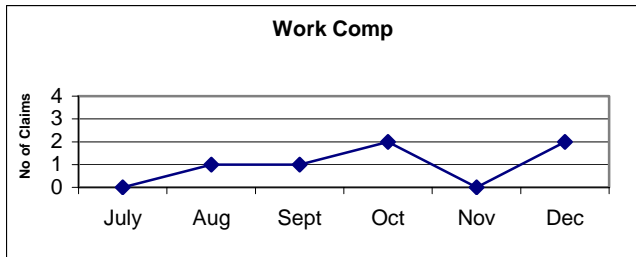




TANDEM EXPRESS

Your Monthly Update on Matters that Matter

Monthly Stats



Operations (for December)			
#Drivers (All) ¹	274	Avg MPG:	6.19
No. Loads:	4,196	Avg Fuel CPG:	\$1.391
Miles Travelled ² :	1,762	Avg Total CPM ³ :	\$0.270

¹Inclusive of all Company and Non-company (O/O, Leased, etc) drivers
²Computer Practical Miles x 1,000
³Inclusive of fuel and maintenance costs combined

Safety Update

Winter weather is upon us, so it is especially critical that we drive slower and more cautiously. It is a very hazardous time of the year for both trucks and cars.

We have incurred two more work comp cases. One was a slip/fall that appears to be weather related. The other was a truck turnover that fortunately did little damage to the driver (although the truck was totaled). We truly need to do whatever we can to avoid these accidents, so please take extra care and time to avoid any personal injury.

Chargeable accidents have declined from the November high of 13 to a more respectable 8 claims. But we still need to shoot for "0". These claims cost Tandem as well as reduce the driver's safety incentive. It is in everyone's interest to reduce accidents to "0". If you have any practical ideas that will help us reach "0" claims, please contact Jerry Hutchin.

Tenure Recognition

The following loyal and dedicated employees have reached another year of service in January:

	NAME	YOS	POSITION
1	Barry Kiernan	24	Dispatch/MC
2	Bob Aube	15	Prof Driver
3	Dan Bottomley	8	Prof Driver
4	Teri Webster	6	Driver Pay/SL
5	Orrie Kosson	6	Prof Driver
6	Fred Best	3	Prof Driver
7	Craig Lee	3	Prof Driver
8	Caryn Brown	1	Admin/MC
9	Meghan Bebow	1	Admin/SL

A special congratulations to Barry and Bob. 24 years is a lifetime and we are proud and pleased that the Irishman chose to make a home with Tandem. We also congratulate Bob Aube for 15 years as a Professional Driver. This is a great accomplishment, especially in a profession where drivers seem to move every couple of years or even couple of months. Thank you Bob for choosing Tandem!

We thank everyone for being part of the Tandem Team!

The \$1,500 Question

What can we do to increase driver referrals? We need more qualified flatbed drivers. Our hiring restrictions have tightened and we still have trucks sitting. We are down to only a few extra trucks, but that means we need "a few good drivers".

If you are not actively recruiting new drivers, ask yourself this question... "Why?". Tandem has a generous pay plan, good medical coverage that is reasonably priced, wonderful late-modeled, state-of-the-art equipment, improved maintenance facilities, a warm and inviting

atmosphere, and a great driver recognition program. If a driver likes hauling flatbed, what better company to haul for than Tandem? With one of the highest paying per mile packages on the market (up to 42c per mile), Tandem should be an easy sell.

Please do Tandem a favor. **If you want to earn \$1,500 but are hesitant to talk about Tandem to potential drivers, please see Doug Greenwood or Jerry Hutchin.** They want to help you sell Tandem and feel good about it. Just remember that you are NOT bothering people. You are giving them an opportunity to work for the best flatbed company in the industry. You do not need to be a pushy recruiter.

Consider yourself an ambassador of Tandem. You practice diplomacy. Your role is to share the good news that Tandem is a great company to work for. Show them a brochure, give them your card and just ask them to check out our web site (www.tand.com). No pressure. You are simply letting them know a great company is interested in talking to them.

And don't forget – we pay a bonus for Owner Operators too! We are not just looking for company drivers but are also desiring to add more owner operators to our fleet. Our Columbus office is looking for as many owner operators as you can find. So do not hesitate to talk to any flatbed driver.

Remember, you are not a salesman, you are an ambassador, so be proud to share Tandem with another driver.

Tandem Timeline

Ever wonder how Tandem grew? Most of you know about our current terminals, but did you know we had a few that no longer exist?

Tandem and affiliated companies have been operating since 1945. We continue to grow at a steadily increasing and manageable rate. Thank you to all the dedicated and loyal employees that have made Tandem a success – in the past, present, and future.

St. Louis (1 st location)	1945
St. Louis (current location)	1947
Michigan City, IN (1 st location)	1959
Alpena, MI	1967
Gaylord, MI	1975
Michigan City, IN (current shop)	1977
Des Moines, IA (Arrow)	1981 (closed early 90's)
Cincinnati, OH	1986 (closed in 1997)
Chattanooga, TN	1994 (March)
Vanlue, OH	1996 (June)
Albany, IL	1998 (Sept)
Michigan City, IN (New Bldg.)	2000 (Oct)
Columbus, OH	2001 (April)

Your Reps In Action

The Driver Rep program is still active and doing well. We are meeting every month with record turnouts. 10 – 15 drivers attend each meeting and we spend a good two hours covering the latest events and issues.

Recently we have been discussing dispatch and hours of service issues. Safety is Tandem's number one concern and we are aware that some customers have significant detention and others are demanding deliveries that push us to the limit. The Driver Reps and management are working together to meet both the needs of the driver, the customer, and the DOT. It is no easy task. However, the open and candid forum provided by the Driver Communications Committee and your Driver Reps, helps management to effectively deal with these issues.

In order to identify detention issues, management has asked that the Driver Reps encourage **all drivers (mileage and percentage) to fill out detention slips.** Most mileage drivers do not fill out these forms. Since their detention pay is built into their mileage rate they feel no need to bother with the paperwork. The obvious problem is that **no documentation gives the appearance that there is no detention.** Please fill out the detention forms and forward to St. Louis. The detention records can then be used by sales to push for customer action. But we need driver support to help make this happen.

The Driver Hardship Fund (DHF) is also working well. The DHF Committee has authorized three distributions to help our fellow drivers. The three hardships include a serious illness, a death in the family, and a personal injury where the DHF has helped to cover insurance costs. *(All request are reviewed, investigated and authorized by the DHF Committee which consists of five appointed Driver Reps).*

If you have not already, please consider a payroll deduction to help keep this program going. We currently have about 40 contributors (mostly drivers and several staff) donating just over \$150 per week. This is a great start, but we can do better.

Thought for the Month

"It is easy enough to be pleasant when everything goes like a song. But the one worthwhile, is the one with a SMILE, when everything goes DEAD WRONG"