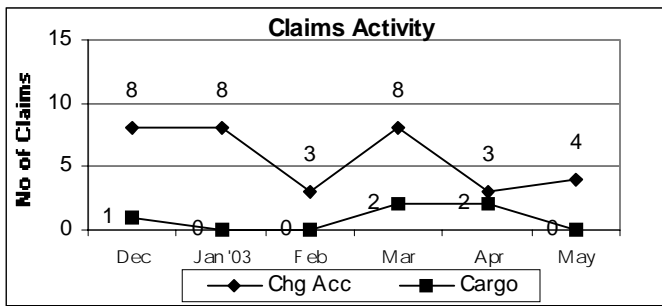
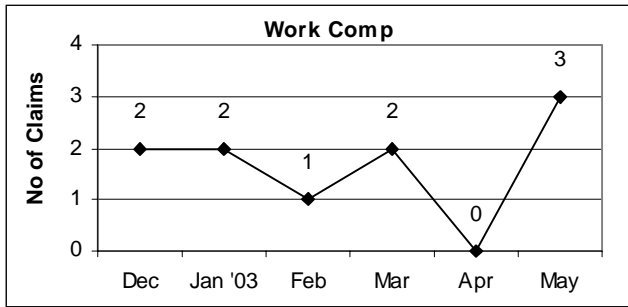




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats

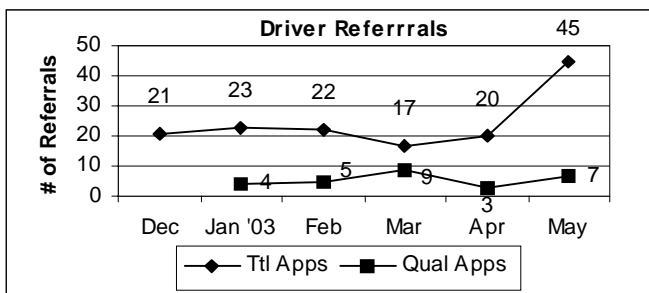


Driver Referral Payout for May was **\$1,625!!** The year-to-date total is **\$11,989!!**

### Operations (for May)

|                    |       |               |         |
|--------------------|-------|---------------|---------|
| # Active (Co.&O/O) | 250   | Avg. MPG      | 6.63    |
| No. Loads          | 5,277 | Avg. Fuel CPG | \$1.416 |
| Miles (x1000-Rand) | 2,001 | Avg. Fuel CPM | \$0.214 |

## Tenure Recognition



Thank you all for choosing to be part of the Tandem Team! The following loyal and dedicated employees have reached another year of service in **June**.

|    | NAME               | YOS | POSITION             |
|----|--------------------|-----|----------------------|
| 1  | Glen "Butch" Cable | 35  | Service Tech (MC)    |
| 2  | Sandy Brown        | 29  | Manager (SL)         |
| 3  | Don Asam           | 20  | Prof Driver          |
| 4  | Gary Brink         | 10  | Prof Driver          |
| 5  | Bob Brooks         | 7   | Term Mgr (VL)        |
| 6  | Teresa Shoemaker   | 7   | Dispatch (VL)        |
| 8  | Dennis Argyle      | 6   | VP Finance (SL)      |
| 9  | Ben Freske         | 5   | Prof Driver          |
| 10 | Rodney Burwell     | 5   | Prof Driver          |
| 11 | John Good          | 4   | Supr,DrvrRes(MC)     |
| 12 | Jack Wilson        | 3   | Prof Driver          |
| 13 | Aaron Ott          | 3   | Prof Driver          |
| 14 | David Chopps       | 2   | Prof Driver          |
| 15 | Richard Yates      | 2   | Prof Driver          |
| 16 | Mick Schreeder     | 2   | Prof Driver (Rehire) |
| 17 | Scott Smith        | 2   | Prof Driver          |
| 18 | Cliff Harvey       | 2   | Prof Driver          |
| 19 | Roger Spoelhof     | 1   | Prof Driver          |
| 20 | Tim Gray           | 1   | Prof Driver          |
| 21 | John Kesby         | 1   | Prof Driver          |
| 22 | John Wheaton       | 1   | Prof Driver          |
| 23 | John La, III       | 1   | Prof Driver          |
| 24 | Terry Tribble      | 1   | Prof Driver          |
| 25 | Wayne Kato         | 1   | Prof Driver          |
| 26 | Roger Smith        | 1   | Prof Driver          |

## Safety Update

Recently our claims and injury experience have been trending downward. We are proud and thankful to all professional drivers, service technicians and staff who have made safety their priority.

Cargo claims were "0" this month. Congratulations, and thanks for keeping our loads secure. (NOTE: The rolled roofing noted below may appear in June's numbers due to the filing date).

**However, chargeable accidents were four (4), and they were not cheap.** We had one "unsecure load" that dropped rolled roofing on an imported Porsche! Another "rear end" appears to have resulted from driving too close. There was a "right turn squeeze" and finally "backing into a pole". The last two were minor but the first two were more serious. And what is worse, is that the first two were mainly an issue of negligence. **Practicing simple safety (i.e., the Smith System) would have prevented most, if not all, of this month's chargeable accidents.**

**We also experienced three (3) WC claims in May.** One for shoulder and two for back injuries. All were claimed as a result of tarping. **This makes it even more critical that drivers stretch and exercise properly to protect themselves. Proper lifting techniques are essential to a safe load.** Back injuries are a "time released" problem. The better you treat your back now, the better it will be 5, 10, or 20 + years later.

### **Serious Log Violations Will be Charged...Seriously!**

Although WC and Cargo claims are overall improving, compliance issues have going in the other direction. We have been experiencing more and more violations and the trend must be stopped.

First off, logs must be turned in EVERY WEEK. Too many drivers are holding logs for 2, 3 and even 4 weeks. This practice is NOT acceptable. Secondly, too many drivers are being written up on DOT inspections for "not current" on logs.

**Because of this problem, a new policy on "Serious Violations" is being implemented which will be deducted from your Safety Incentive, or, for drivers on mileage, from the cents per mile you are currently paid for safety.** The amount of these fines will be significant. Information will be supplied as soon as the new policy is set.

### **Weigh Your Loads!**

The next item on the platter is overweight tickets. **Tandem has paid out over \$2,000 in the past 30 days for overweight citations.** Most of this money will be deducted from Safety Incentives, but DON'T let it be YOURS!! There is no reason not to weigh your loads. And you can't depend on the weights written on the Bill of Lading. Remember, Tandem will reimburse any costs associated with scale tickets. It doesn't cost you a thing! But it does cost when you don't weight the load.

**Keep in mind that with overweight citations there are usually more costs involved than just the ticket.** This includes getting the unit legal, wrecker bills, storage and re-delivery of the material. There is a lot of money involved that isn't necessary. Put simply, weigh your loads or pay the price.

And the good news...if you are not having violations, congratulations.

### **So Few Trucks Sitting! They are Nearly Full!**

Congratulation to our Professional Drivers and all the office and maintenance staff for working together as a team! We will soon have all our trucks filled. Our available truck count has not been this low in more than five years. We are getting ready to place new orders, but these trucks may not be ready until February of next year. This is great news! It means that we are not making payments on parked trucks. When the trucks are on the road, and not in the parking lot, it is cause for celebration.

We want to thank the Recruiting team for finding these qualified drivers, with a special thanks to all the Driver Referrals. Driver Resources (Personnel), with the support of all the other departments who are working to meet driver needs, has been successful in reducing turnover. Recruiting and Retention efforts have improved over the last couple of years and we are seeing the fruits of their labor.

**Although we have most of our trucks on the road, we are still struggling with the cost of fuel, insurance, and other increases in operating expenses.** The past six months have seen dramatic increases in work comp premiums, their retention levels, and diesel prices, as well as increases in toll charges and other operating expenses. This means we still have to work "smart" by effectively reducing costs and improving equipment utilization to offset these additional outlays. But our team is on the right track. Therefore, we need to stay alert to address the volatility that we have experienced in trucking as well as the general market.

**Keep in mind, there are still openings for "qualified" new drivers** – they are just much fewer now. The Lowe's business still has openings for drivers that live between Lansing, MI and Chicago, IL. You should also be looking at Southern MI, Northern IL-IN-OH, Western PA, Eastern TN, Eastern IA. Call Recruiting for the latest information.

### **Your Reps in Action**

**Don't miss your chance at a "Fire and Ice" grill.** Tickets are available from your Rep or at Michigan City. We will be raffling off a Fire and Ice grill on August 28<sup>th</sup> during **Driver Appreciation Week (August 24<sup>th</sup> thru the 30<sup>th</sup>).** The grill is being displayed in Michigan City. **Tickets are 1 for \$1 or 6 for \$5.** All proceeds go to the Driver Hardship Fund. Get your tickets now!

The DHF Committee has now helped five of our professional driving staff. We have one driver currently receiving benefits due to an illness that had extended much longer than anticipated. The DHF is available thanks to the generous support of our professional driving team and many staff supporters. Current donations from payroll deductions total \$184 per week. Thank you everyone for being so supportive.

### **Tandem's 4th Annual Picnic - A Success!**

The picnic was a success. About 140 people showed and the weather was FANTASTIC! Thank you Jayne, Caryn, and Leslye for making this party a success. Also a special thanks to John Good's wife, Jennifer. It was her first picnic and she helped extensively with set up. Jayne has already recruited Jennifer for next year's gala. And a big thanks to everyone who came and shared a beautiful day with the Tandem Team. See you all next year!

#### **Thought for the Month**

***If you understand someone, you cannot help but love them.***