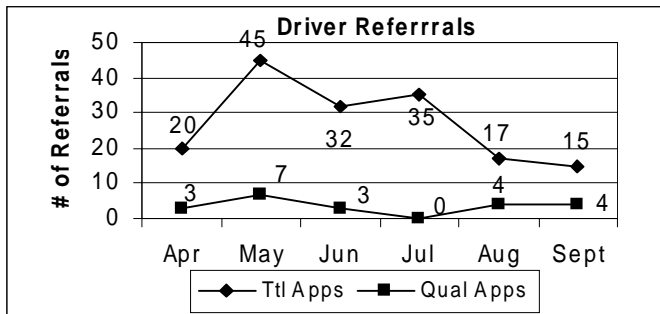
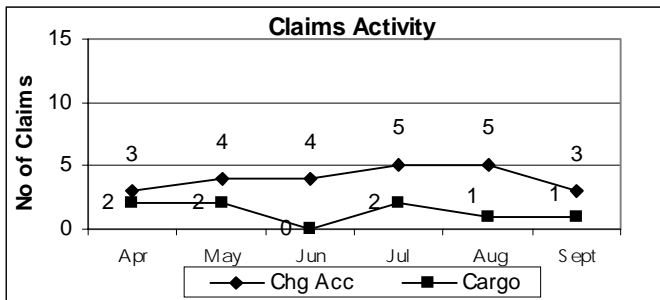
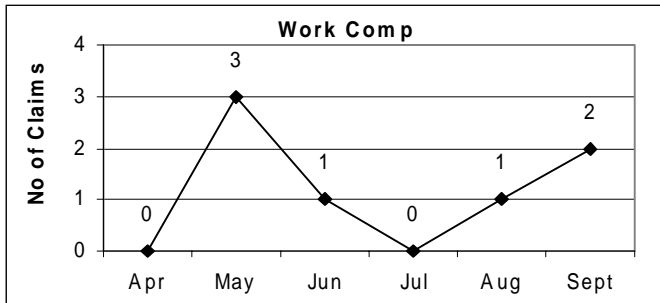




TANDEM EXPRESS

Your Monthly Update on Matters that Matter

Monthly Stats



Driver Referral Payout for SEPTEMBER was \$3,035!
The year-to-date total is \$24,259!

Operations (for September)			
# Active Drvrs (All)	252	Fuel MPG (Co.)	6.74
No. Loads	5,553	Fuel CPG (Co.)	\$1.44
Miles(x1000-Rand)	2,245	Fuel CPM (Co.)	\$0.21

Tenure Recognition

The following loyal and dedicated employees have reached another year of service in **October**.

	NAME	YOS	POSITION
1	William Watkins	14	Professional Driver
2	John Duvall	9	Professional Driver
3	Jeffrey VanBonn	8	Professional Driver
4	Ronald Hamill	8	Professional Driver
5	Harry Bensinger	8	Professional Driver
6	Gerald Hutchin	8	Director of Safety
7	Charles Hoch	7	Professional Driver
8	David Horosz	6	Professional Driver
9	Luke Nover	6	Fleet Coordinator
10	Mark Zeilmann	4	Dir. Trans. Systems
11	Timothy Sansote	3	Professional Driver
12	John Harris	3	Bldg & Grnds Maint
13	Jeffrey Crossno	3	Bldg & Grnds Maint
14	Brian Steele	2	Professional Driver
15	Alec Burson	2	Professional Driver
16	Darrell Gregory	2	Professional Driver
17	Charles Haney	2	Professional Driver
18	Marvin Cottrill	1	Professional Driver
19	Harold Sparkman	1	Professional Driver
20	Gerald Cable, Jr.	1	Service Technician

Congratulations and thank you for your support!

Safety Update

Two (2) work comp claims occurred in September. Again, both could have been prevented if the driver were more careful. Back injuries, slips, and falls continue to be the major types of work comp claims. Slips and falls can be prevented simply by "watching your step". Keep the three point system in your mind every time you mount or dismount your equipment. Continual awareness is the key to addressing these two types of claims.

Back injuries are a more long-term concern. Flatbed drivers, since they use tarps, straps, and chains, require all types of body movement – pulling, bending, turning, and squatting. All forms of motion occur to properly secure a load. Therefore, how you prepare your body for the day will affect you over time. So be sure to stretch your body in the morning and during the day. Especially after you have been sedentary (i.e., not moving much –

like in the truck) for several hours, do not strain your body without warming up.

We received only one (1) cargo claim in September. We are grateful to all the conscientious and careful drivers. Unfortunately, the one claim totaled \$9,000 because the driver failed to tarp a paper-wrapped load. Only a small portion of the load was actually damaged, but the customer rejected all the material and we have to eat the cost. Remember, if the bills say tarp, we MUST TARP.

New HOS Training & Log Enforcement

We continue to conduct new HOS classes on Tuesday afternoon and will be adding a class on Wednesday afternoon. If you are not able to be here on those days, see Jerry Hutchin and he will go over the new rules with you, one-on-one. There are also a few changes in the securement rules, which will be covered at that time.

Some of our drivers are drifting away from good log practices and will be paying the penalty with safety incentive fines. **Therefore, drivers with errors on their logs will be required to visit Michigan City for re-training and corrections.** Drivers have 30 days from the date of notification to submit corrected logs. After that, they will be brought to M.C. for corrections.

Don't forget: pre-trip inspections, loading or unloading, fueling, DOT checks must be on line 4 of your log. TIME AND LOCATION MUST MATCH! Our fuel report has the time that you fueled, so your log must match that time. If it does not, you have "Falsified" your logs. The same applies for any "timed" document such as Bill of Lading, weight tickets and most importantly DOT Inspections!

New HAZMAT Policy at Tandem

Tandem strongly encourages drivers to receive their HAZMAT endorsement. However, we will no longer require drivers to obtain or renew it. Before making your decision, keep in mind that the choice you make will affect your pay package. Those who DO NOT obtain their endorsement will no longer be eligible for Tandem's Platinum II or Platinum Plus Pay Packages.

It is important to note 2 major advantages for renewal:

1. Increased pay (both in per mile and in surcharges paid by customer) - The additional pay could reach as high as \$2,000 per year.
2. Easier to renew - Renewal is always easier than starting over.

Currently Tandem has 3 accounts with HAZMAT freight totaling 400 – 500 loads per year (Firestone is the largest of the three). We need to maintain our endorsement so that we can service these accounts. However, we also want to allow drivers a choice.

We highly recommend, if possible, that you renew your HAZMAT endorsement this year. Once the new Regs become effective, it will require more time and money to keep your endorsement. Please contact Driver Personnel or the Safety Department with any questions, comments, or concerns.

Donaldson (Air Filter) Rep Visits MC to Give Air Filtration System Demonstration (11/12)

ALL Tandem Drivers - mark your calendars for Wednesday, November 12 at 4P. David Stamp, our Rep from Donaldson will be here in Michigan City to give us a special demonstration. It is the maiden voyage of his new unit that will show us how the air filtration system works. It will be very informative and a great opportunity to ask questions and meet other drivers.

Pre-planning and Pre-dispatch – “Don't Call Us We'll Call You”

Please do not call dispatch to ask for pre-planning information. If you are scheduled on a pre-planned load, dispatch will call you. Dispatch is receiving too many calls from drivers asking, “Do you have my load?”

Dispatch will first attempt to call your cell phone. Or, if you do not have a cell phone, they will call your Tandem voice mailbox. Some drivers have asked that the message be left on their cell phone message system instead of the Tandem voice mailbox. **Just let dispatch know how you want to receive information and they will work to accommodate your specific needs.**

No More Saturday Dispatch in Michigan City

For the last several weekends, dispatch has been monitoring Saturday calls. However, many calls could be handled on Friday or wait until Monday. This issue was covered at the last Driver Rep meeting and there were no objections to discontinuing Saturday dispatch office hours as long as the emergency number was active. Therefore, effective Saturday, November 1, there will no longer be a person in the MC dispatch office. **If you have an emergency that cannot wait until Monday, please call the “After Hours Emergency” number (800-874-6271: Menu Option #9 and then press #1 for Dispatch).**

Should you have any questions, comments, or concerns please contact Mark Zeilmann or Bob Ekema.

Thought for the Month

“Man should not consider his material possessions his own, but common to all, so as to share them without hesitation when others are in need”

Saint Thomas Aquinas (1224 – 1274)