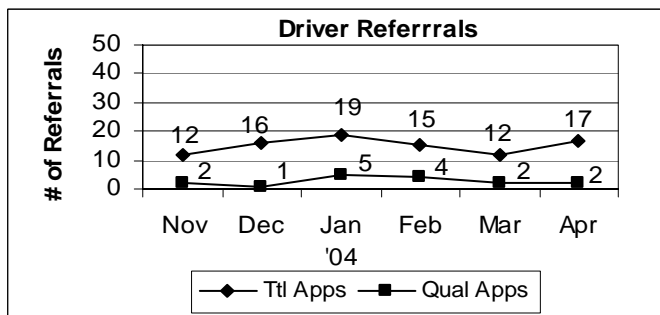
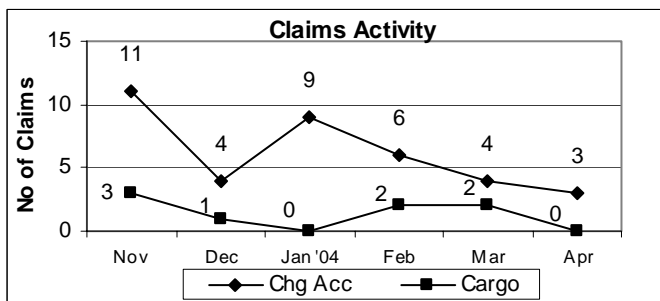
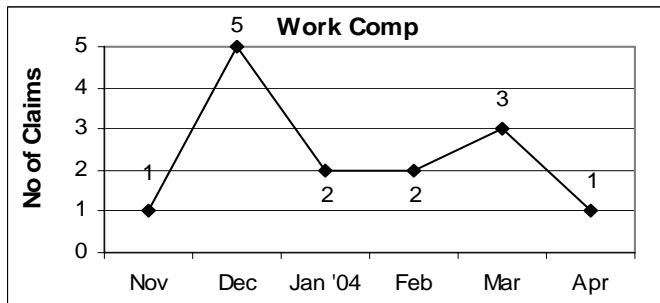




# TANDEM EXPRESS

**Your Monthly Update on Matters that Matter**

## Monthly Stats



**Driver Referral Payout for APRIL was \$1,110! The year-to-date total is \$8,180!**

| Operations (for April) |      |                |        |
|------------------------|------|----------------|--------|
| # Active Drvrs (All)   | 243  | Fuel MPG (Co.) | 6.45   |
| No. Loads              | 5661 | Fuel CPG (Co.) | \$1.65 |
| Miles(x1000-Rand)      | 2362 | Fuel CPM (Co.) | \$.26  |

## Tenure Recognition

The following loyal and dedicated employees have reached another year of service in **May 2004**.

|    | NAME              | YOS | POSITION                 |
|----|-------------------|-----|--------------------------|
| 1  | John Johnson      | 20  | Supervisor, Night Maint. |
| 2  | Keith Wyant       | 14  | Professional Driver      |
| 3  | Sue Edwards       | 11  | Manager, Sales Admin.    |
| 4  | Jeffrey Hudock    | 9   | Tire Maintenance         |
| 5  | Ronald Brooks     | 8   | Professional Driver      |
| 6  | Steven Seilheimer | 7   | Professional Driver      |
| 7  | Ben Freske        | 6   | Professional Driver      |
| 8  | Mark Bahar        | 6   | Professional Driver      |
| 9  | Carol Linson      | 6   | Maintenance Clerk        |
| 10 | Ralph Farley      | 5   | Professional Driver      |
| 11 | Randee Diequez    | 5   | Professional Driver      |
| 12 | Audie Sehl        | 5   | Regional Traffic Coord.  |
| 13 | Leonard Pohling   | 4   | Professional Driver      |
| 14 | Roger Stitt       | 4   | Professional Driver      |
| 15 | David Chopps      | 3   | Professional Driver      |
| 16 | Richard Yates     | 3   | Professional Driver      |
| 17 | James Merkel      | 2   | Professional Driver      |
| 18 | Dennis Dow        | 2   | Professional Driver      |
| 19 | Steve Schotting   | 2   | Professional Driver      |
| 20 | Roger Spoelhof    | 2   | Professional Driver      |
| 21 | Donald Holmes     | 1   | Professional Driver      |
| 22 | Jeffery Zube      | 1   | Professional Driver      |
| 23 | Darren Catenacci  | 1   | Professional Driver      |
| 24 | Charles Davidson  | 1   | Professional Driver      |
| 25 | Daniel Christner  | 1   | Professional Driver      |
| 26 | Robby Hall        | 1   | Professional Driver      |

**Congratulations and thank you all for your support!**

## Safety Update

**Congratulations on NO NEW Cargo claims in April and only one Work injury!** However, there is still room for improvement. April proves that with better "Awareness" and a "Pro-active" approach to safety, we can reduce our claim numbers, which will be critical to receiving a "favorable" insurance rating for the upcoming policy year.

Professional drivers are not only defined by the way they conduct their driving skills and ability, the Professional Driver is looked upon by his/her company as one who can

identify a potential accident or problem by being proactive in the way they think and view situations.

For example: When you see one of our drivers doing something that you know is wrong, unsafe, against company policy, against State or Federal laws or regulations, or doing something just plain stupid, it is in YOUR best interest to bring that to someone's attention.

Could the costly accident last week near Lansing been avoided by someone stepping up and alerting us to the fact of a dangerous situation developing? I don't know the answer, but I am sure someone does. If you notice a driver with odd or uncharacteristic behavior, make it your duty and responsibility to report that action to the Safety Dept. As we increase our "Awareness" to special situations and take the "Responsibility" upon ourselves to report those who disobey the rules, we can achieve the total results we want of NO MORE CLAIMS!

### Major Wreck A Concern but Thankfully No Serious Injuries

Monday, May 24, a Tandem tractor and trailer collided with a locomotive in Potterville, MI. The good news is that no one appears to have been seriously injured. This is a miracle in itself. The tractor and trailer have been totaled along with a full load of dimensional lumber that was scattered along the tracks. The tractor/trailer was pushed nearly 1/2 mile before the train was able to stop. Our driver and two attendants on the train appear to be well and no one else was involved in the accident. The bad news is that the driver was in serious violation of several company policies. Also, Tandem will be absorbing the entire cost of the lost of equipment and will have a major claim for liability and property damage. It is important the fleet be aware of these events. We are grateful that such accidents are few and far between. But their occurrence highlights our need for every employee to be alert of questionable actions by others. Fortunately this accident did not cost lives, but it will cost major dollars and will damage our insurance rating. Therefore, whenever you see unsafe or uncharacteristic behavior, please let someone know.

### Driver Reps in Action

**We held our last monthly Rep meeting on May 12<sup>th</sup> with 21 driver Reps attending – a new record!**

We have two Reps leaving the committee since they have found work that will fit their lifestyle better – Jeff Parks and Keith McCune. We thank both these drivers for their contribution to the Rep committee and wish them the best of luck in their new endeavors. This brings the Rep committee number down from 35 to 33. We will be contacting other candidates that were nominated and hope to have the number up to 35 again soon.

An update on the **Driver Hardship Fund** shows that as of April 30<sup>th</sup> there was a balance of \$6,601 with 71 employees contributing \$233/wk. No one is currently being funded but three are pending. If you are aware of someone needing assistance, please contact David Bay,

Driver Personnel or any Driver Rep. **For full details of the Rep meetings, please contact Driver Personnel in MC (Ext. 116) for a copy of the minutes.**

### New 401k Program is Here!

Tandem has scheduled several meetings to explain the new 401k program offered through Fifth Third Bank. By the time you receive this notice, two of the three meetings will have been conducted. However, one last meeting will be held at the Annual Picnic during the Communications Committee Meeting. **The DCC meeting will be moved up 1 hour to 9:00A to accommodate this.** If you are unable to attend the meetings, you may contact Dennis Argyle directly and he will brief you on the program. Also, at your request, he will forward the new 401k information packet.

### Big Al the Trucker's Pal New Schedule

As some of you are aware, Al Beekman will be starting a reduced work schedule beginning June 7<sup>th</sup>, 2004. He will be working a 4-day week (Mon – Thurs) from 7:30A to 4:00P. As a result of his reduced hours, we will be making some organizational changes. Al's focus will be on Recruiting and our Wheatfield operation along with other driver related projects. This means that Al will be transitioning to oversee our Recruiting department while Jerry Hutchin will spend more time dedicated to Safety and Compliance. Karl Galamback will be concentrating on our maintenance program. He will be transitioning to manage the shop and mechanics. Our hope is to focus the Recruiting, Safety/Compliance, and Maintenance department's efforts to more effectively address our current challenges.

### New Faces in Michigan City

There are some new faces in Michigan City. **Nate Dean** is our new Systems Administrator. Nate will be taking over many of Terry Killingbeck's IT tasks as Terry transitions more into Sales. **Rayann Hamilton** is currently handling Caryn Brown's functions in Driver Personnel. Rayann previously worked for Swift and has a recruiting background we may capitalize on. We also welcome **Janet Johnson** who has been hired to work in maintenance administration to cover Carol's responsibilities and assist the shop.

### Tandem's 5<sup>th</sup> Annual Picnic and DCC Meeting

Get your cowboy hats, boots, and bandana together. Saturday, June 12<sup>th</sup> is Tandem's 5<sup>th</sup> Annual company picnic. **We will hold the DCC meeting for employees and their families at 9:00A (moved up 1 hr to accommodate the 401k presentation).** Bring your family and have some country cooking and fun.

#### Thought for the Month

No man is failure who has friends.

"Clarence" the Angel 2<sup>nd</sup> Class from the movie 'It's a Wonderful Life'