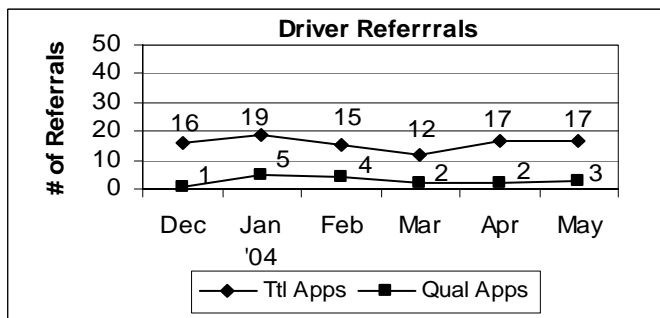
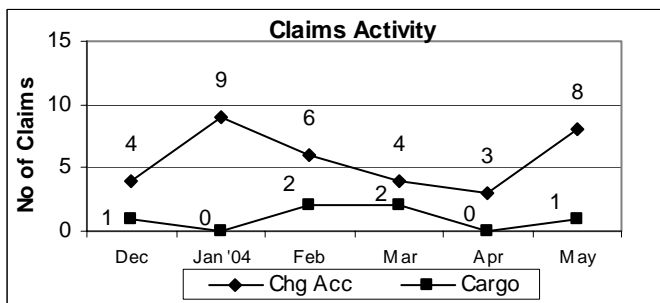
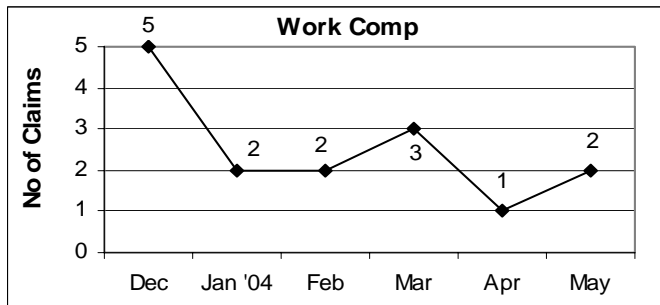




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



**Driver Referral Payout for MAY was \$1,030! The year-to-date total is \$9,210!**

Operations (for May)			
# Active Drvrs (All)	241	Fuel MPG (Co.)	6.59
No. Loads	5228	Fuel CPG (Co.)	\$1.68
Miles(x1000-Rand)	2120	Fuel CPM (Co.)	\$.25

## Tenure Recognition

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

	NAME	YOS	POSITION
1	Glen Cable, Jr.	36	Maintenance Technician
2	Sandra Brown	30	Mgr., Admin. Services
3	Donald Asam	21	Professional Driver
4	Gary Brink	11	Professional Driver
5	Robert Brooks	8	Regional Manager
6	Teresa Shoemaker	8	Dispatch Assistant
7	Dennis Argyle	7	VP, Finance
8	Cecil Norton	6	Professional Driver
9	Al Raycraft	6	Professional Driver
10	John Good	5	Spvr., Driver Resources
11	Roman Idkowiak	4	Professional Driver
12	Michael Schreeder	3	Professional Driver
13	Scott Smith	3	Professional Driver
14	Clifford Harvey	3	Professional Driver
15	John La III	2	Professional Driver
16	Guy Pflieger	1	Professional Driver
17	Shane Werner	1	Professional Driver
18	Andre Whiteside	1	Professional Driver
19	Rick Nanninga	1	Professional Driver
20	David Verkruyse	1	Professional Driver
21	Ray Challenger	1	Professional Driver
22	Douglas Medendorp	1	Professional Driver

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

## Safety Update

We spoiled our record on "zero" cargo claims we had last month by having (2) claims in May. One of which was a huge loss, which I am sure you are all aware of by now - the train wreck. Work Comp also chalked up (2) new claims. One of those could have been disastrous, however that driver was watched over by his maker. The driver was very fortunate to have survived the train encounter, much less only get a few scrapes and scratches.

Our overall accident ratio is improving; however, drivers need to increase their AWARENESS to situations that can develop into possible accidents. With vacationers and construction increasing this time of year, there is more traffic on the roadway. This combination can spell disaster for the unsuspecting driver.

Remember the "Keys" of the Smith System.

1. Aim High in Steering
2. Get the Big Picture
3. Keep Your Eyes Moving
4. Leave YOURSELF An Out
5. Make Sure THEY See YOU....

These are good tools to work, live and drive with, but like any tool, the information is USELESS unless you USE it. **Safety takes precedence over all other requirements!**

**Remember to get your logs in ON TIME, which is at the end of each week. Many of you are getting lax in mailing them weekly.** This really slows down the input process for Sue. She needs your help. There is a Safety Incentive Reduction for late logs and paperwork. So, if you don't want to give up your hard earned money, get your logs and paperwork in ON TIME. Also, make sure the times are correct on your log when you fuel or receive a DOT inspection. Again, a few of you are getting lax on this and you know who you are. If these warnings don't apply to YOU, you can go back to the first sentence of this paragraph! Thanks.....Jerry

### **New OTR Mileage Pay Package Offered**

Its here! – Tandem's New OTR Mileage Pay Package has finally arrived.

In a nutshell, the new plan combines what was previously tarp, stop-off, and detention pay, into the base pay (about 2c/mile) AND adds TENURE PAY, PRODUCTIVITY PAY, separate STOP OFF pay as wells as DETENTION AND TARP PAY (but only if the customer will pay). Also, VACATION pay is a separate item and is not considered part of base pay. It will be calculated in the same manner as before (mileage calculation) but will be ACCRUED and available after your anniversary date. Drivers will see stop off pay from the start, and while only a few accounts pay detention or tarp, sales is already seeking additional compensation in both these areas.

For a full explanation of the new pay package and how it will affect your pay, please see Bob Ekema or John Good as soon as possible. You must SIGN UP for the new pay package if you want to receive its benefits. The package will be effective July 5, 2004. The sooner you see Bob or John, the sooner you can be earning more money!

### **Driver Reps in Action**

16 Reps and 10 staff members attended our June 9<sup>th</sup> Driver Rep meeting.

An update on the **Driver Hardship Fund** shows that as of May 31<sup>st</sup> there is a balance of \$6,098 with 70 employees contributing \$231/wk. One (1) driver is currently being funded. To-date we have assisted 13 drivers with \$11,333. If you are aware of someone needing assistance, please contact David Bay or any Driver Rep.

It was a lively meeting and dispatch bore the brunt of the force. Several drivers had issue with how early morning loads are dispatched. They felt that loads were forced on the first driver who calls and the drivers calling in later were given choice – even if they were emptying together. Mark is studying this issue and will advise his findings the next meeting.

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

### **New 401k is finally ONLINE**

We have held several 401k meetings and many employees should have received their PIN numbers in the mail. You can now access your 401k portfolio on the Internet, or via phone. Those with Internet access can view their portfolio, move existing funds from one account to another and/or change future contributions to any of the 18 funds offered. The process is self-explanatory on the Internet but you may also receive a 401k folder in Michigan City. Or call Driver Resources (Ext. 116) and they will send you a folder to your home.

### **Tandem Picnic a SUCCESS!**

Over 150 adults and children enjoyed a fun filled afternoon at Rogers-Lakewood Park in Valparaiso, IN on June 12. The sun shone brightly, the food was fantastic, and games and gifts were a plenty. The children had a blast on the slip-n-slide, getting face paintings, and riding the paddle boat. The Western theme was a hit with everyone wearing their vests and hats. It was a great party. A special thanks to Jayne Baker for all her efforts. Jayne has been planning our picnics for 5 years now and every year it gets better. Bob Ekema, Leslye Kreighbaum, Alta Roblin, and Roberta Heuer also deserve a special thank you for their assistance.

### **Fond Farewell to Dennis "Socks" Argyle**

Tandem bids a fond farewell to a valuable employee. His last day will be July 2nd. Dennis Argyle (fondly referred to as "Socks" Argyle) has been offered a wonderful career opportunity just a stones through from where he lives. Dennis said it was a very difficult choice and his time with Tandem has made him a better person as well as accountant and financial executive. We want to thank Dennis for his contribution to our payroll process, streamlining, detail, and timeliness in our financial reports, development of our first benchmarking program with other flatbed carriers, streamlining our medical claims process, and his most recent contribution of coordinating the implementation of our new 401k program. Thanks again Dennis and we wish you and your family the best in your new endeavors.

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

Praise and encourage people for what they CAN do rather than complain about what they cannot.