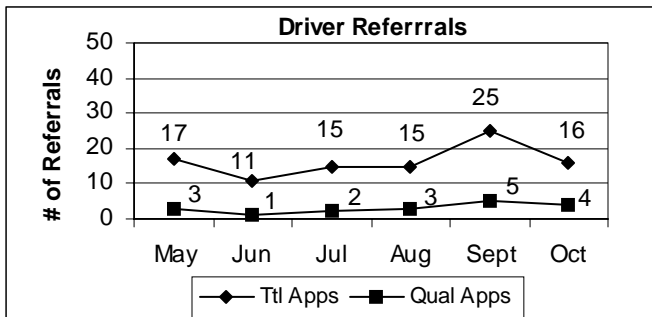
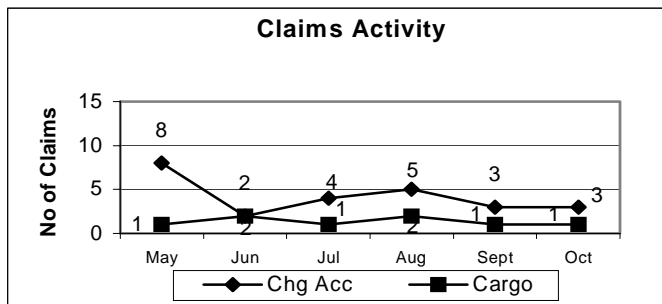
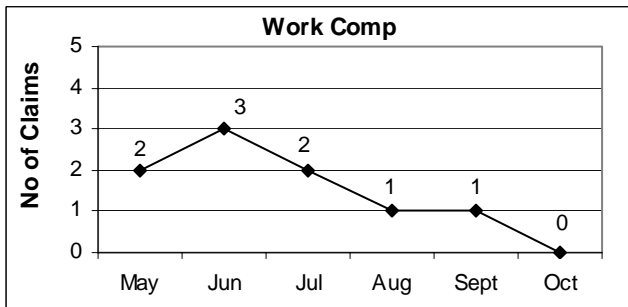




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



**Driver Referral Payout for OCTOBER was \$3,060!**  
**The year-to-date total is \$16,390!**

<b>Operations (for October)</b>			
# Active Drvrs (All)	243	Fuel MPG (Co.)	6.69
No. Loads	5114	Fuel CPG (Co.)	\$2.14
Miles(x1000-Rand)	2,238	Fuel CPM (Co.)	\$.32

## Tenure Recognition

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

	NAME	YOS	POSITION
1	Kenneth Worm	33	Regional Manager
2	David Bay	12	VP HR & Admin. Svcs.
3	Cynda Singer	10	Professional Driver
4	Daniel Singer	10	Professional Driver
5	Christopher Bond	5	Professional Driver
6	Deborah Lowery	3	Regional Traffic Coordinator
7	William Raines	2	Professional Driver
8	Frank Sutherland	2	Professional Driver
9	Eddie Williamson	2	Professional Driver
10	Scott Abernathy	2	Professional Driver
11	Ray Murray	1	Professional Driver
12	Dennis Thompson	1	Professional Driver
13	Frank Holland	1	Professional Driver
14	David Gougeon	1	Professional Driver
15	Raymond Beecher	1	Professional Driver
16	James Woodruff, III	1	Professional Driver
17	Chris Januchowski	1	Fleet Coordinator

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

## Safety Update

Congratulations on NO work comp injuries in October! This is great news for you and for Tandem. We experienced 1 cargo claim and 3 chargeable accidents (although one was a serious property damage claim). Together it's working! Keep up the good work!

**Our S.H.A.R.E. program is also getting underway.** I hope you are as excited about it as I am. The inspections will begin soon, so there will be a good chance to "WIN" TANDEM BUCKS \$\$\$. This program is designed to increase SAFETY awareness and promote proper safety practices within the company with the goal of reducing work comp claims and cargo/property claims and allow drivers to receive recognition and rewards (fewer accidents as well as Tandem Bucks). **The inspections are designed to INVOLVE THE DRIVER, not merely check boxes.** I (and later other managers) will be talking to each driver at the time of the inspection to gain better insight into our fleet's safety practices and determine what you and Tandem can do to improve safety.

Remember: 1. SAFETY TAKES PRECEDENCE OVER ALL OTHER REQUIREMENTS and 2. SAFETY IS A PERSONAL VALUE since it keeps YOU safe.

### **S.H.A.R.E. Inspections to Begin in Michigan City**

Soon you will be seeing Jerry in the MC parking lot performing his first S.H.A.R.E. (Safety Has A Reward for Everyone) safety inspections. **Tandem is working on a new safety campaign that will include random safety inspections. Jerry will conduct the inspections and explain the program to each driver** (you should have received a letter and copy of the inspection form under separate cover). We will later involve a few other MC personnel including Doug Greenwood, Bob Ekema, and John Good. Once the MC program is in full swing, Jerry will be visiting the terminals and training Ken Worm, Bob Brooks, Chris Bennett and Grant Wilson on proper inspection procedures. As a "reward", those who pass inspections will accrue points and be able to purchase Tandem wear with their Tandem Bucks. If anyone has questions or comments about the S.H.A.R.E. inspections, please contact Jerry Hutchin. We sincerely want to hear your feedback, so please make Jerry aware of your thoughts.

### **Your Reps In Action**

Your Reps have done it again. **The latest and greatest contributions have been an increase to the Cell Phone Subsidy and reimbursement of tarp patching kits on the road.** Effective December 1<sup>st</sup>, Tandem will be paying \$20/mth (\$4.62 per week) for eligible drivers. That is double the current subsidy of \$10 per month. We are also looking into other options for drivers that have difficulty getting their own phone. If you have a Cell Phone and are not getting a subsidy, please contact John Good as soon as possible to start your subsidy. Second, Tandem has authorized on the road tarp repair kits to aid drivers that need to fix their tarps to avoid cargo damage. **This is a reimbursement program, so you will need to present the tarp repair kit receipt and get it approved by the shop (see Mike P., Mark D., or Karl).** Thank you again to all the Reps and Tandem drivers for their input and support of the Driver Representative Program.

### **"Buck Pics" – Send Pictures In!**

Greetings to all you deer hunters! How did you do? Would you like to share your great conquests with the rest of the company and fleet? Next year we will try to have a formal contest, but this year we would just like to see your pictures. **Please send your best buck picture to Michigan City (ATT: Jayne) and show off the rack you are so proud of.** We will put a full color spread in the next newsletter (Tandem Today and Tomorrow) and show the best pictures we get. We will be accepting pictures until the end of December. If you send in a picture, we will provide you with a Tandem t-shirt. **Be sure you are in the picture with this year's buck.** Only one picture per employee, please.

### **Choose Your Health Insurance Package by Dec 15!**

Tandem issued a letter in the November 17 payroll envelopes advising employees to elect their medical plan. **We need to receive your election form in the St. Louis office no later than December 15, 2004.** You need to choose a plan that best fits your financial and family health conditions. If you still need a form or have any questions on the packages, please contact Aaron Kenyon at our St. Louis office.

### **34<sup>th</sup> Annual Safety and Awards Banquet Is Here!**

December 4<sup>th</sup> is this week. It is difficult to believe that **Tandem has held this prestigious awards program for 34 consecutive years! This says a lot about Tandem and its employees; drivers, staff, and mechanics. We also have over 300 employees and guests that say they will be attending.** Preparations are nearly complete and we hope to have another successful program. This year's theme will be a springboard for our new safety awareness and claim reduction campaign "S.H.A.R.E. – Safety Has A Reward for Everyone". Who will be DOY (Driver of the Year) and RDOY (Runner-Up Driver of the Year)? Who will be Best New Driver of the Year? And what about all those gifts, awards, and door prizes? Do not miss the FEAST or the FUN. We will again be graced by the talented sounds of the Middle of the Road band. So get your partner and see you and the party!

### **New 401k Program is Online – Try it Out!**

In June we launched our new 401k program which offered more mutual fund options as well as online access to your account. Tandem would like to emphasize the ease of the new system and the flexibility offered by online access. **You can view your account and fund activity, change your contributions, and switch your funds any time you desire. You currently receive quarterly statements, but with Internet access can generate a variety of reports to fit your needs.** Everyone should have received information from 5/3<sup>rd</sup> Bank along with a PIN number to allow online access. If you have not received this information or have any questions about your account, please call Scott Johnson (our 5/3<sup>rd</sup> Account Rep in Grand Rapids, MI) at (616) 653-5940. For those of you who have not joined the 401k program, please reconsider your position and seriously think about starting now. The program has improved tremendously and with corporate contributions combined with tax deferred status there are few, if any, good reasons not to join. Please contact Aaron Kenyon (Ext. 13) at our St. Louis office if you are interested in joining.

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

**Waste no more time arguing about what a good man should be...Be one.**

*Marcus Aurelius Antoninus (121-180 A.D.)  
Roman Emperor and philosopher*