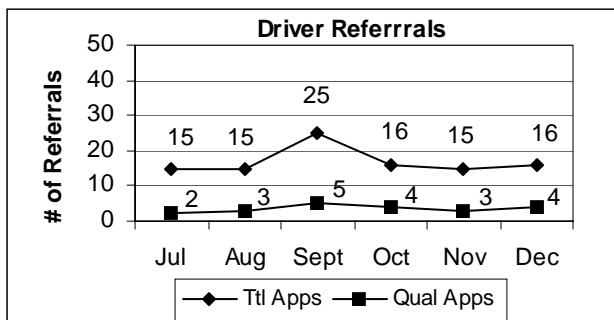
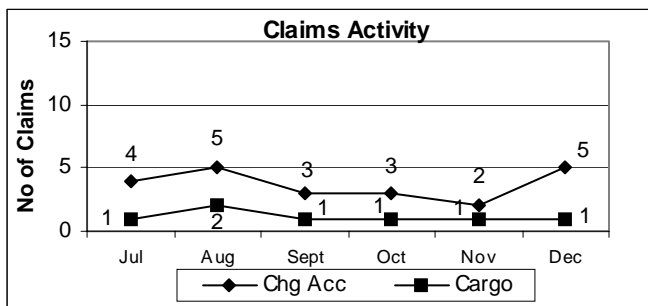
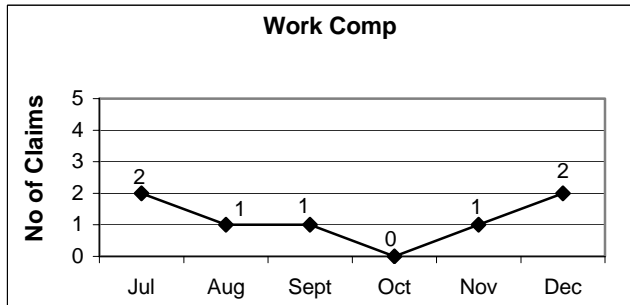




TANDEM EXPRESS

Your Monthly Update on Matters that Matter

Monthly Stats



Driver Referral Payout for DECEMBER was \$505!
The year-to-date total is \$18,900!

Operations (for December)			
# Active Drvrs (All)	245	Fuel MPG (Co.)	6.07
No. Loads	4,718	Fuel CPG (Co.)	\$2.03
Miles(x1000-Rand)	2,142	Fuel CPM (Co.)	\$.33

Tenure Recognition

The following loyal and dedicated employees have reached another year of service in **January 2005**.

	NAME	YOS	POSITION
1	Barry Kiernan	26	Director of Traffic
2	Teresa Webster	8	Driver Payroll & A/R
3	Randy Wilhite	5	Professional Driver
4	Carl Hunt	5	Professional Driver
5	Harold Stansbarger	5	Professional Driver
6	Carl Martin, Sr.	3	Professional Driver
7	James Tigner	3	Professional Driver
8	William Anglin	2	Professional Driver
9	Raymond Godin	2	Professional Driver
10	Harmon Casto	2	Professional Driver
11	Douglas Wright	2	Professional Driver
12	Cindy Schroeder	2	Administration, Recruiting
13	Terry Staley	1	Professional Driver
14	Timothy Holder	1	Professional Driver
15	Claudiu Butnaru	1	Professional Driver
16	Timothy Sibley	1	Professional Driver
17	Shain Haggadone	1	Professional Driver

Congratulations and thank you all for your support!

Safety Update

December was not a very good month for claims or injuries. We had 7 "Preventable" and Insurance "Reportable" vehicular accidents; (1) Side Swipe, (1) Backing, (2) Right Turn, (2) Left Turn and (1) Lane Change. Fortunately, we only had (1) Cargo claim paid. During the same period we experienced (2) Lost time Work Comp injuries. With icy and snowy roads and working conditions, every precaution must be taken to ensure YOUR safety. Slow Down and increase your Following Distance. Pay attention to other traffic around you. When you are loading, tarping and strapping make sure of your footing to avoid slips and falls. Pay attention to the surrounding area and keep your eyes open for hazards in and under the snow cover. **Most injuries occur when the driver gets in a hurry or does not pay attention to the dangerous conditions in the workplace.** Slip and fall accidents can be avoided by simply paying attention. Already in January we have had (3) injuries. NOT A GOOD START FOR THE NEW YEAR!!!

The S.H.A.R.E. program is another way of adding Safety Awareness throughout the fleet. The inspections are intended to be POSITIVE and to identify safety items BEFORE they become problems. To-date we have completed 17 inspections with 91% compliance. That is a great start. However, the main concern has been "undersecurement". Drivers need to be sure they have a sufficient number of straps and/or chains and they are tightened properly. Remember one thing: ***When every thing is coming your way, you're probably in the wrong lane! SO...Drive and Work Carefully. It's not only cars that can be recalled by their maker!***

HAZMAT Update

The Transportation Security Administration (TSA) has revised the start date for fingerprint-based background checks for CDL holders to haul Hazardous Materials. As of January 1, 2005 fingerprint based background checks will be required for all NEW HM endorsements. Fingerprint based background checks for RENEWING OR TRANSFERRING HM endorsements will begin May 31, 2005. The state of issuance of the HM endorsement must notify the CDL holder 60 days PRIOR to the license renewal date. The process includes: 1) a fingerprint and criminal history records, 2) an intelligence-related background check and 3) a final disposition. A state may NOT issue or renew a HM endorsement unless the state receives a Determination of "No Security Threat" from TSA. Fees will be established for the background checks which are proposed to be between \$83 and \$103. Tandem has reviewed the cost and will subsidize the amount.

DO NOT "Cut the Load" Without Notifying Dispatch!

Recently a number of brick loads had the pallet count cut without notifying dispatch. The customer was not notified and received less material than they ordered. Consequently, Jerry has experienced claims that the load "short shipped". **Do not cut your loads without first notifying dispatch and making them aware of the situation.** We understand that snow and ice buildup may require a load to be cut to avoid an overweight situation. However, this is NOT always the case. Some drivers have cut the load because they wanted to not because they needed to. Remember, ANY CHANGES TO AN ORDER MUST BE CONFIRMED BY DISPATCH.

Your Reps In Action

Your Reps have been busy. The Driver Hardship Fund just about went dry. We have issued over \$20,000 in the last two years. Thanks to Russ Babcock and his XM radio contribution, the fund received a \$741 boost. We also have the weekly contributions up to \$248. Entering the New Year the fund is just under \$4,000. But we have two requests pending and any new contributions are greatly appreciated. We also want to thank those drivers that continue to participate in this very worthwhile program.

Our last meeting was quite eventful. We now have a new "Tarp Committee" of 10 drivers. We are in the process of developing an "OTR Tarp Survey" to get feedback from the fleet as to what type of tarp is most desired. The basic question is whether the OTR fleet wants the current 3-pc tarp system or would prefer a 2-pc system that covers 48 foot loads. Management and the committee will be reviewing the information and by mid-year we hope to have definitive results.

If you would like more details on Rep activities, simply contact Rayann (Ext. 116) in MC and ask for the Rep meeting notes.

Vanlue to Focus on Their Dedicated Fleet

Heads Up! Some changes in dispatch will make Vanlue a "Dedicated Terminal" handling ONLY their dedicated/regional fleets. We are currently in the process of preparing for this change and hope to have the plan implemented within the next 6 months. That means the Certainteed drivers, Topline, and other "broker fleets" will be the focus of Vanlue's efforts. Any OTR freight they were handling will be moved back to Central Dispatch (Michigan City). Vanlue's dedicated and "broker" fleet business has paid good dividends and continues to grow. We hope that Bob, Toby, and Teresa's concentration on short-haul freight will help them achieve new records.

Another Great Safety and Awards Banquet

The 2004 Safety and Awards Banquet was a huge success! The program went smooth and the food was great (we had quite a few compliments on the food). This year we added a slideshow of "digital" pictures on the big screen. And when I say big, I mean BIG. It was 9'W x 12'H. Yup, twelve feet high! You could see the pictures all the way across the banquet hall.

We are very proud of our professional driving team. This year's awards and prizes went to very deserving professionals. We especially want to thank our Driver of the Year, **Al "Iceman" Raycraft**, our Runner-Up Driver of the Year, **James "Deep Sea" Bond**, our Outstanding New Driver of the Year, **William "Keystone Yankee" Seaborn**, and all the other award recipients. Be on the lookout for our bi-annual newsletter – Tandem Today and Tomorrow – which will outline in more detail the awards and achievements of our professional driving team in 2004.

Thought for the Month

Faith is not trying to believe in something regardless of the evidence; faith is daring to DO something regardless of the consequences.

Sherwood Eddy (1871 – 1963) Evangelist