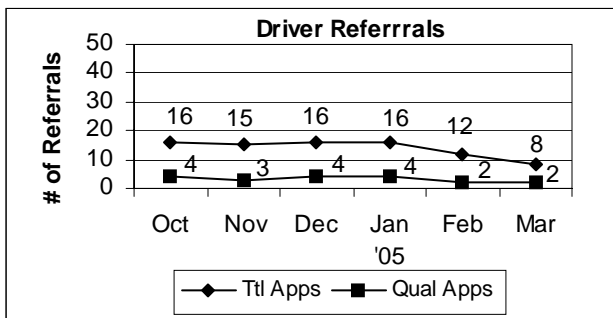
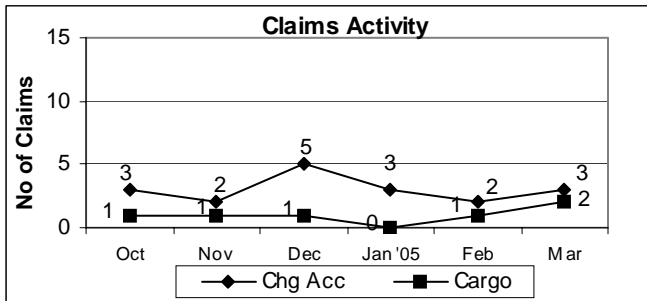
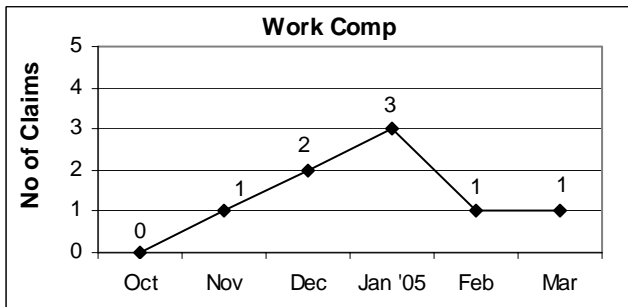




TANDEM EXPRESS

Your Monthly Update on Matters that Matter

Monthly Stats



Driver Referral Payout for MARCH was \$25! The year-to-date total is \$1,050!

Operations (for March)			
# Active Drvrs (All)	224	Fuel MPG (Co.)	6.15
No. Loads	5,341	Fuel CPG (Co.)	\$2.17
Miles(x1000-Rand)	2,277	Fuel CPM (Co.)	\$0.35

Tenure Recognition

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

	NAME	YOS	POSITION
1	Al Beekman	23	Executive VP, Operations
2	Grant Wilson	20	Regional Manager
3	Alta Roblin	16	Supvr, Purch & Maint Admin.
4	Stephen Dagger	11	Professional Driver
5	Henry Kester	9	Professional Driver
6	Robert Butler	4	Professional Driver
7	Thomas Shirely	4	Professional Driver
8	Christopher Bennett	4	Operations Manager
9	Tony Hadley	3	Professional Driver
10	Billy Williams	3	Professional Driver
11	Michael Papp	3	Day Shift Supvr., MC Maint.
12	Russell Wilbur	2	Professional Driver
13	Kevin Carter	1	Professional Driver
14	William Watts	1	Professional Driver
15	Darwin Stagg	1	Professional Driver
16	Robert Phillips	1	Professional Driver

Congratulations and thank you all for your support!

Safety Update

Only 1 W/C injury this month, 2 cargo claims and 3 chargeable accidents. DOT violations almost doubled to 25 from 11 the previous month. Remember, you must show 15 minutes for fueling and be within one hour of the correct time. One of the things we plan on initiating this month is that "clean" DOT inspections will be worth money to you! When you have a DOT inspection, with NO violations, you will be rewarded 20 Tandem Bucks. That's a BIG PLUS!!

We had a great opportunity last meeting to hear from Larry Bolton and Gary Hansen from Great West Casualty. The theme of the presentation was "Value Driven Driving". The purpose of this program is to lower our frequency and severity of accidents and work comp claims. Through proper training it is easy to identify the various types of drivers – the ones with proper driving "values" and the ones without. Larry and Gary were especially impressed with response from Tandem drivers and said it was the best group he had worked with. They developed a comprehensive list of "values" of a professional driver and were serious about proper driving

techniques. One area requiring attention, however, is **proper driving distance**. Do you know the proper driving distance? According to Larry, a large portion of trucking related accidents are the result of improper driver distance – driving TOO close. It is easy to drive too close to the vehicle in front of you, especially if other vehicles are cutting in front of you. Be aware that keeping someone from moving into your lane may cause you to drive unsafe. KEEP PROPER DRIVING DISTANCES – it is a “value” that can save lives. This “value driven” program is beneficial to all PROFESSIONAL drivers and will be included in Tandem’s Orientation Program. Any driver who would like to know more about the “value driven” program should contact Doug or Jerry.

Tarps: 2-pc/8 Foot Tarp System Gets the Votes

The results are in and it looks like Tandem will be experimenting with a new 2-pc tarp system. The survey received a 75% response rate. The overwhelming majority of votes went to the Rep Recommended 2-pc/8ft drop tarp system (84%). Number two vote was for the 2-pc/6ft drop system (11%) and the balance for our current 3-pc/6ft drop tarp system. We will conduct another Tarp Committee meeting to confirm the specs and then work on a schedule to get some prototype tarps and see how they work. As soon as we get a confirmed schedule we will let you know, but it will be soon.

Detention Pay at GP Wheatfield - \$10 Per Hour after 3 Hours.

Your Driver Reps have repeatedly advised management of the delays experienced at the GP Wheatfield facility. Live loading has been a problem for quite some time. Management had hoped that we could develop a more efficient live loading situation. However, our efforts have not sufficiently reduced the delays at this loading facility. To address this concern, Tandem is authorizing detention pay even though we have not received this concession from the customer. Effective May 1, 2005, Tandem will pay detention for delays in excess of 3 hours at a rate of \$10 per hour. Tandem understands that this facility has consistently had detention issues. We continue to work with GP to develop a more efficient loading system and hope that this condition will improve. Currently, GP has a full-time “live load” loader. To best utilize this loader, it is important that trailers be tarped in a timely manner. Therefore, we have also instituted a “30 Minute Tarp Policy”. Drivers are instructed to tarp and secure during the loading process, so that within 30 minutes, the truck is out of the bay and ready for another truck to be loaded. Since there are two bays and it takes about 30 minutes to load a trailer, the loader should be kept busy if drivers tarp timely. This policy does not resolve the issue, but it does help reduce delays if properly followed.

New Tarp Machine Scheduled for GP Wheatfield

GP Wheatfield will be installing a new tarping machine. We are told that this will accommodate both 2-pc and 3-pc tarp systems. GP has advised us that it could be up

as soon as July, but we expect it may be later. The plan is to have everyone – Dedicated and Live Loaders – enter the facility the same way and be loaded using the tarping machine. We will keep everyone informed as the program comes closer to implementation.

Fleet Coordinators for the ENTIRE Fleet

Tandem has been assigning Fleet Coordinators (a.k.a. Dispatchers) mostly to new drivers. This policy was started a few years ago in order to improve communications between dispatch and the driver. Historically, Tandem was mostly “first-call-first-served” and you could get a different dispatcher every day. It is believed that an assigned dispatcher will better serve the needs of our driving fleet by having a more consistent understanding of “their” driver’s needs. Many carriers operate with assigned dispatchers and Tandem felt this approach would be best for us as well.

Up to now, about 65% of the fleet is “assigned” which means they either have a Fleet Coordinator or they are on a dedicated fleet and report to a person or a terminal. That leaves about 35% of the fleet that “floats”. Management feels that to further improve communications, the balance of the fleet should also be assigned a Fleet Coordinator. Dispatch has already started the process and you may already have your newly assigned Fleet Coordinator. Please let Mark in Dispatch or Bob Ekema and John Good in Driver Resources know how this program is working. Our goal is to improve communications. Only, you, the driver, can verify if we are successful.

Reminder #2 - Tandem Picnic – NASCAR Theme – June 11!

Just another reminder. Tandem’s annual picnic will be held Saturday, June 11 at Rogers-Lakewood Park. This year’s theme is NASCAR so be sure to bring all your NASCAR buttons, jackets, belts and any other display items you want to show off. The Driver Reps are also raffling a “baby NAScar”. See the little rascal in MC in the personnel office (with Bob, John, and Rayann) and get your tickets. So do not miss out and be sure to mark your calendar for this great event. Make it a family weekend vacation and stay at any one of the several parks in the area. More info will be in the mail.

Thought for the Month

It often takes more courage to change one's opinion than to stick to it.

Georg Christoph Lichtenberg (1742 – 1799)
Physicist and Philosopher