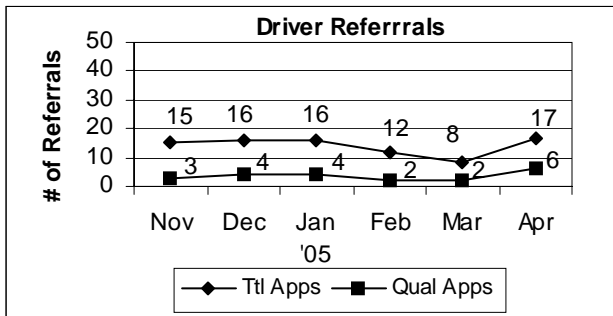
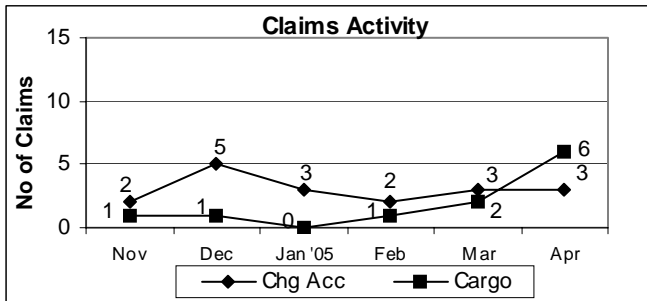
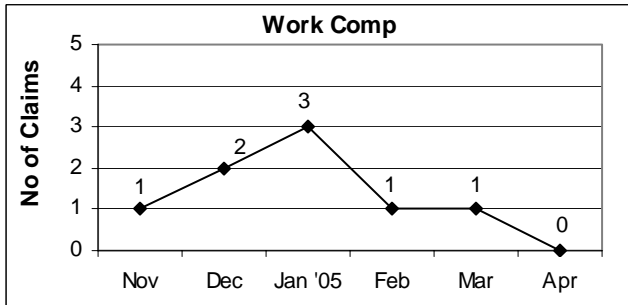




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



Driver Referral Payout for APRIL was **\$1,635!** The year-to-date total is **\$2,685.**

Operations (for April)			
# Active Drvrs (All)	226	Fuel MPG (Co.)	6.37
No. Loads	5,045	Fuel CPG (Co.)	\$2.23
Miles(x1000-Rand)	2,105	Fuel CPM (Co.)	\$0.35

## Tenure Recognition

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

	NAME	YOS	POSITION
1	John Johnson	21	Night Maintenance
2	Philip Wisniewski	16	Professional Driver
3	Keith Wyant	15	Professional Driver
4	Sue Edwards	12	Manager, Sales Admin.
5	Jeffrey Hudock	10	Tire Maintenance
6	Ronald Brooks	9	Professional Driver
7	Mark Bahar	7	Professional Driver
8	Ralph Farley	6	Professional Driver
9	Audie Sehl	6	Regional Traffic Coord.
10	Roger Stitt	5	Professional Driver
11	Armand Goddyn	4	Professional Driver
12	Duane Wend	4	Professional Driver
13	Robert Wall	3	Professional Driver
14	James Merkel	3	Professional Driver
15	Dennis Dow	3	Professional Driver
16	Richard Rayner	2	Professional Driver
17	Jamie Weimer	2	Professional Driver
18	Jeffery Zube	2	Professional Driver
19	Darren Catenacci	2	Professional Driver
20	Roderick Chandler Jr.	1	Professional Driver
21	Scott Byer	1	Professional Driver
22	Janet Johnson	1	Maintenance Clerk

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

## Safety Update

Congratulations! April was the first month since last October we had NO Loss of time due to Work Comp injuries! We had (3) chargeable accident claims one of which was a major upset. The major was caused by **TOO MUCH SPEED** at an "on ramp". Ramp speeds are posted for CARS, not trucks! The best rule of thumb is at least 10 MPH SLOWER than the posted speed. If you have a high or heavy load, 15 MPH is a much safer speed. The total cost of this accident, including cost of replacement of the tractor, load of 54" board and the guard rail will run excess of \$85,000. In April we also had (6) cargo claims; all but one was from wet product. Be sure your tarps are in good shape. Tarps need inspection from time to time the same as your other equipment does to ensure the equipment is in good order and free of defects. Remember, the bill-of-lading states that you will

deliver the product in the same condition in which you received it. Be sure to "note" any prior damage BEFORE you sign the BOL. The last item I have is DOT inspections. 20 inspections were conducted in April with 13 of those had some sort of violation noted. Most were cited for "LOG NOT CURRENT". There is NO excuse for this violation. It is YOUR responsibility to keep your log book current and up to date. Every violation you receive is a written invitation for the DOT to audit YOUR logs. There are disciplinary consequences for log violations. Do not give up your hard earned money paying for something YOU have total control over. As noted below, the DOT will be having a "blitz" June 7 – 9. Let's see Tandem come through with "0" violations.

### **CVSA Roadcheck 2005 Scheduled - June 7 - 9, 2005**

Tandem drivers need to be prepared for Roadcheck 2005.

Roadcheck 2005, the 18<sup>th</sup> annual edition of the 72-hour vehicle/driver inspection program, will take place on **June 7-9, 2005 throughout the U.S., Canada, and Mexico.** The Commercial Vehicle Safety Alliance (CVSA) sponsors this event, with participation by the Federal Motor Carrier Safety Administration (FMCSA), as well as Canadian and Mexican authorities. More than 3 million roadside safety inspections, including the annual Roadchecks are conducted each year by CVSA-trained and certified inspectors.

**Roadcheck 2004 involved more than 10,000 truck and bus safety inspectors across North America inspecting commercial motor vehicles (CMVs) at inspection sites and in roving patrols along the highways.** At Roadcheck 2004, state and provincial personnel performed 57,785 inspections. Of these inspections conducted, a CVSA decal was placed on 27,749 (48.0%) of CMVs showing that no safety violations were found during the vehicle inspection -- which was the highest number of vehicles with no violations discovered in the history of the prior Roadchecks.

If you have questions, or concerns, please contact Jerry Hutchin (Ext 146) for further detail.

### **More PAY Is On Its WAY**

Tandem has said that it will continue to review the driver pay package and make adjustments to improve our professional driver's total compensation. Our last major change was in July of 2004. This was an entirely new mileage pay package with added mileage productivity bonus; increased speed reduction pay, new tenure recognition pay, and increased "extra" pays (e.g., stop off, reconsignment, etc.). It was a major change and provided a major increase in pay. We also continue to improve driver pay by adding more customers to the tarp pay and detention pay program.

So what is next? Drivers have called wondering what Tandem will do this year. We hear your requests and

concerns and are working hard to make more changes. **We are currently reviewing productivity pay, tarp pay, detention pay, and several other accessorial pays.**

Also remember that Tandem's health benefits are a significant part of your compensation. Health benefits play a critical role in employee compensation. Our health benefit costs have dramatically increased from just over \$650,000 dollars a few years ago to over \$1.7 million dollars this past year. If you compare Tandem's health benefit package you will find that we have one of the best packages available (i.e., least cost to the driver for the most coverage).

We continue to review the pay package and will add MORE opportunities to earn MORE money. We will have the details of these changes available soon.

### **Tarps – "Prototype" 2pc Tarp Set Is On Order**

We just completed the final touches to a "prototype" order for the new 2pc tarp system that will replace our current 3pc system. Since the new tarps are quite different, we need to work with a prototype set and verify that the new tarps work and determine if any further modifications are necessary. The Driver Rep recommended system has some unique characteristics (e.g., 3 sets of D-rings with a 6 foot center on the 5ft drops) and we need to be sure the tarps are made properly. We hope to have the prototype set received in the next few weeks. We recognize this seems like a slow process but each full set (2 – 8' drops and 2 – 5' drops) costs over \$1,000. The conversion to a new tarp system is estimated to cost over \$200,000. With such a price tag on this effort, we need to be sure we are doing it properly. Thank you for all your patience. If you have any questions or concerns on the new tarp system, please contact Karl Galamback or David Bay.

### **Party Time! In May and June**

Two picnics coming up – **Memorial Day Picnic at Craig Smith's home in Frankfort, MI** on Saturday, May 28 (flyer has been sent in the mail). This event is for the whole family. This is a full day (and evening) of fun, friendship, and games for everyone. There is a golf tournament in the AM for those interested but the picnic is all day at the house. Also on Saturday June, 11 we have our **Annual Tandem Picnic in Valparaiso, IN.** Details of the company picnic will be in the mail.

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

***The most important thing in communication is to hear what ISN'T being said.***

Peter F. Drucker  
Management Consultant and Writer