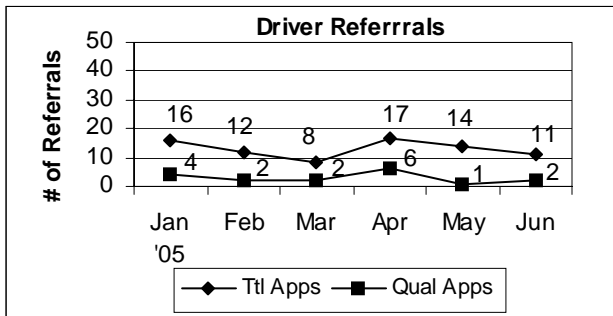
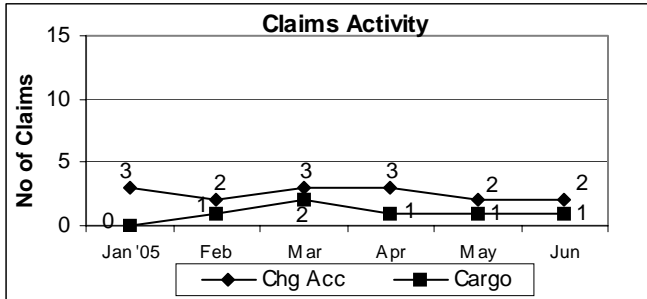
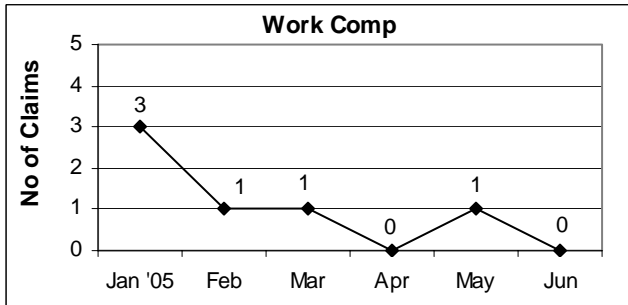




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



Driver Referral Payout for JUNE was **\$2,315!** The year-to-date total is \$6,245.

Operations (for June)			
# Active Drvrs (All)	232	Fuel MPG (Co.)	6.30
No. Loads	5231	Fuel CPG (Co.)	\$2.38
Miles(x1000-Rand)	2,208	Fuel CPM (Co.)	\$0.38

## Tenure Recognition

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

	NAME	YOS	POSITION
1	Carolyn Pawson	27	Manager, Acctg. Services
2	Leslye Kreighbaum	17	Manager, Compliance
3	James Blitz	14	Maintenance Technician
4	Phil Green	13	Professional Driver
5	Patrick Tauchus	12	Professional Driver
6	Catherine Pawlik	10	Receptionist
7	Kelly Colwell	8	Professional Driver
8	Alvin Raycraft	7	Professional Driver
9	Randee Diequez	6	Professional Driver
10	Jodi Craig	5	Planner, Central Dispatch
11	Kevin Gaffner	4	Professional Driver
12	Wayne Blackburn	4	Professional Driver
13	Susan Majot	4	Compliance Clerk
14	Guy Beaudoin	3	Professional Driver
15	Roy Geise	3	Professional Driver
16	Michael Worm	3	Bldg & Grounds Maint.
17	Michael Howell	2	Professional Driver
18	Kevin Stanton	2	Professional Driver
19	Ray Challenger	2	Professional Driver
20	Tommy Hester	1	Professional Driver
21	Danny Ray Bennett	1	Professional Driver
22	Johnsua Jacoby	1	Professional Driver
23	Nathaniel Dean	1	Systems Administrator

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

## Safety Update

Congratulations! June is the 2<sup>nd</sup> month this year, April being the first, with NO "Loss Time" injuries. Working SMARTER does pay off. We had 1 Cargo loss, which was under \$100. Physical damage and Liability/PD claims didn't fare quite as well. **Backing and Turning accidents** lead the way in this category. Remember the G.O.A.L. (Get Out And Look) before making your backing maneuvers. Also watch your mirrors closely before making your lane change or turn. Right hand turns seem to be the most prevalent. Cars will always try to turn below you on the right side. Be sure to block the right lane closest to the curb to avoid this type of situation. Use the "Lean and Look" method when making turns or lane changes.

## Highway Watch Update

Tandem is committed to keeping America safe. And we are happy to announce that 11 drivers have completed the "Highway Watch" program, along with myself, and are now certified. Congratulations to Bob Hickey, Rich Fust, Craig Smith, Sam Owl, Don Angers, Mike Jones, Bob MacDonald, Cy Allard, Kelly Colwell, Matt Brehm and Tim Holder for your time, interest, and dedication to making our country safer. I encourage all of Tandem's Professional drivers to get involved in this very worthwhile program. You will be glad you did.

We would like the entire fleet to participate in this program, but on a voluntary basis. To become a "certified" member of Highway Watch, please visit the MC terminal and contact Jerry Hutchin. It will take about 1½ to 2 hours of your time to complete the program. Training will be conducted any time before 3 PM: Monday through Friday. Give Jerry a call at extension 146 prior to coming to MC to schedule a time for your training.

## Your Reps in Action

Our July meeting was full of vim and vigor (for full details please contact personnel in MC to send you a copy of the notes when they are completed). A few of the issues raised were, 1) Concern over the phone system and how calls in queue are handled, 2) A question on insurance coverage for driver property and 3) A request to lower the age of the Child Rider Program.

The phones were a significant problem when we first switched over from ATT's network to Norlight (another very large telecommunications company). Most of these issues have been resolved. However, from 6:30 to 6:40, the phone system does not seem to allocate calls 100% effectively. We apologize and continue to work on the issue. For now, it is an issue only when dispatch first opens and for only 5 to 10 minutes

The request to lower the age of child riders is difficult to accommodate. Maturity levels (not to mention size) of adolescents vary significantly. Since we cannot measure maturity, we are left with age. We have already dropped the age to 12, which management currently believes is as young as we can safely allow. We do understand the desire to have younger children riding with their parents. However, the liability and risk is so high that it prevents us from being able to accommodate this request.

The Driver Hardship Fund continues to support our professional driving fleet. We assisted one driver in June, and have several pending for July. Balance of the fund as of June 30 was \$6,216. The fund has assisted 29 drivers and distributed a total of \$24,843. Thank you all for your support.

## Columbia, South Carolina – Off To A Great Start!

Our new terminal in South Carolina is off to a great start! We had 4 company drivers and 2 owner/operators in class last week. Combined with 4 other drivers recruited

through Michigan City, we had 10 drivers in class. We have a smaller class this week but anticipate another large group for the last week in July. James and Phillip are working hard (and so far successfully) at recruiting. They will also start servicing their Southern accounts. Our trucks are filling and we have great hopes for the months to come. Thank you James, Phillip, and all other Tandem personnel (especially Recruiting, Maintenance, and Driver Personnel) for getting the new drivers trained and seated.

## New Black Tarps – So Far So Good

We have 31 new black tarp sets in. We will study these for several months and determine if any changes need to be made. If all goes well, we plan to order another installment in September/October. We are not sure of the exact number, but the plan is to have all new tarps by the end of next year. If you have any comments or concerns on the new tarps please contact Karl Galamback or Bob Ekema.

## New Pay and Benefits Package

The new pay and benefits package is finally complete. Everyone should have received their notice in the mail. Pay, Per Diem, Tarps, and Blue Beacon are all changes that were designed to both increase driver pay and make the driver's job easier. We continue to increase accessorial pay so you should see your weekly pay increase as Sales brings more accounts up to date on the appropriate charges.

There have been some questions on Per Diem. So if you are not sure how it affects you, please call Bob Ekema in Michigan City or Aaron Kenyon in St. Louis.

## IKO and BOLs

**Drivers MUST have a signature on the IKO bills of lading.** This has been an ongoing issue. IKO will not pay unless the bills are signed. We continue to receive bills that are not signed by the consignee and therefore are not paid by IKO. The **signed** BOL is critical for other reasons; mainly to show that the material was received "clean and without damage". We have studied the bills and the load form. The form is not the problem. There are carbon copies that work well and there is no reason why they should not be signed. If this problem is not corrected, we will have to take other action that will ultimately penalize the driver.

### **Thought for the Month**

***There can be no happiness if the things we believe in are different from the things we do.***

Freya Madeline Stark (1893-1993)  
Travel Writer