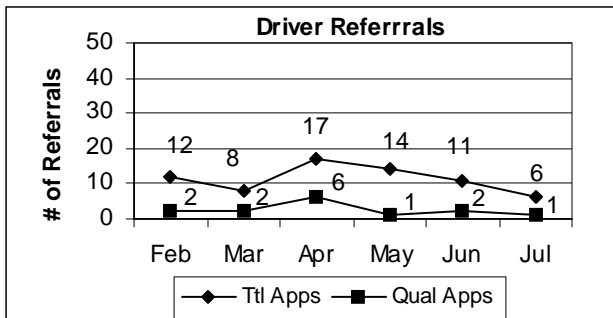
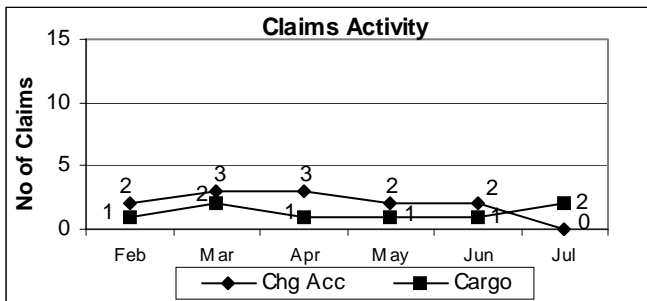
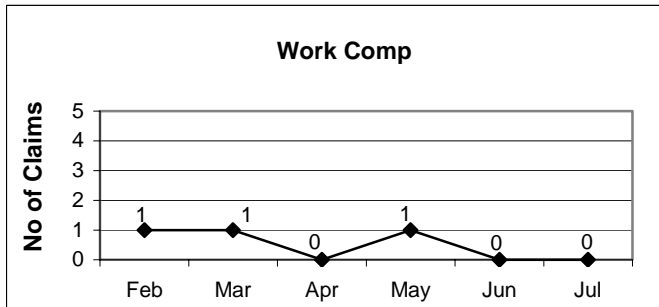




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



**Driver Referral Payout for JULY was \$3,030! The year-to-date total is \$9,275.**

<b>Operations (for July)</b>			
# Active Drvrs (All)	237	Fuel MPG (Co.)	6.39
No. Loads	4,591	Fuel CPG (Co.)	\$2.35
Miles(x1000-Rand)	2,002	Fuel CPM (Co.)	\$0.37

**Thought for the Month**

Nothing is a waste of time if you use the experience wisely.

August Rodin (1870-1917 Artist)

## Tenure Recognition

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

	NAME	YOS	POSITION
1	Robert Ekema	18	Dir., Driver Resources
2	Bruce Holmquest	13	Maintenance Technician
3	John Pawlicke	13	Maintenance Technician
4	Thomas Hyer	12	Maintenance Technician
5	Robert MacDonald	11	Professional Driver
6	Steven Seilheimer	8	Professional Driver
7	John Beard	8	Professional Driver
8	Shayne May	7	Maintenance Technician
9	Charles Haynes	7	Professional Driver
10	Howard Letcher	7	Professional Driver
11	Larry Vos	7	Professional Driver
12	Arlyn Vos	7	Professional Driver
13	Leonard Poling	5	Professional Driver
14	Roman Idkowiak	5	Professional Driver
15	James Lozon	5	Professional Driver
16	Edward Uebinger	5	Professional Driver
17	Donald Kolka	4	Professional Driver
18	Brian White	3	Professional Driver
19	Robert Forbes	3	Professional Driver
20	Kevin Kram	3	Professional Driver
21	Matthew Woloszyk	3	Professional Driver
22	John Kowalski	3	Professional Driver
23	Michael Clauss	2	Professional Driver
24	Clayton Clark, Jr.	2	Professional Driver
25	Todd VanZuiden	2	Professional Driver
26	Tom Williams	1	Professional Driver
27	Michael Logan	1	Professional Driver
28	William Bell	1	Professional Driver
29	Billy Mullins	1	Professional Driver
30	David Wickizer	1	Custodian
31	Zachary Stanaszek	1	Custodian

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

## Safety Update

July was not a record month for Safety, but not a bad one either. We had ZERO Workman Comp claims and 2 Cargo claims. Property Damage claims are also down. This is GREAT NEWS. Safety Does Have A Reward For Everyone!! Keep up the good work and let's shoot for "0" TOTAL claims! The S.H.A.R.E. program is having a slow start, but making progress. As a reminder, we also added

\$25 Tandem Bucks for "No Violations" on DOT checks. Those dollars go into the SHARE program as well.

We have just received concerning changes in the Hours of Service legislation which will be effective October 1, 2005. You will be receiving some updated material in one of your next pay envelopes, so take some time and read it over. In a "nut shell", the big change is in split logging. The new rule states that when you "split" your 10 hours "in the sleeper berth", one of the periods MUST be at least 8 hours long. The other 2 hours may be taken on either "Off Duty" or "Sleeper" to achieve your required 10 hours Off Duty. If you take the 2 hours "Off Duty", they will go against the 14 hour rule. When the 2 hours are taken in the "Sleeper", that will allow an extension of the 14 hour rule by 2 hours, PROVIDING, that you follow that balance of 11 hours of driving with a 10 hour Off Duty or Sleeper. EXAMPLE: A 2 hour "Off Duty" in the middle of the day will count against the 14 hours, whereas, a 2 hour "Sleeper" will allow the extension of the 14 hour rule. Clear as mud, right? The 34 hour restart is still in effect (which helps). Basically, split logging can ONLY be an 8 and 2 split – no other options are legal. We will keep you posted of any changes. If you have any questions, call Jerry or Doug in Michigan City.

### Columbia SC Update

Columbia, SC is still going strong and continues to grow. To-date we have 13 drivers hired through the Columbia terminal. We have 3 more in class this week. James and Phillip continue to recruit new drivers and work to get the terminal prepared for more growth. We are still relatively new in the South and are working to establish new customer contacts and coordinate activities between Chattanooga and Columbia. We want to thank everyone for helping support this new office and appreciate your patience as we develop a new chapter in Tandem's history.

### New Pay Package – Remember...It Pays to Stay

July of 2004 saw a major change in Tandem's pay package. We implemented numerous pay increases. Two major ones were Tenure Recognition and Productivity Pay. The new pay package, effective July 2005, has increased productivity pay, added several "extra pays" and establishes PER DIEM at no cost to the driver. Sales has also been successful obtaining more tarp pay from the customer. Since July of last year, Tandem has issued nearly \$150,000 to drivers for tarping their loads. Because much of the tarp pay started this year, we expect this amount to more than double over the next year. For the same time period tenure pay has earned 43 drivers a combined total of nearly \$50,000 and productivity pay has earned another 43 drivers a combined increase of \$47,000. The latest pay package change will increase our productivity pay even further by lowering the productivity level from 115,000 to 110,000 miles (computer billing/RAND miles) which will allow more drivers to participate. In addition, we have increased truck wash availability now that we have contracted with Blue Beacon. We have also issued our first set of black

tarps (31 sets) as recommended by our OTR fleet and Driver Reps. All-in-all, Tandem drivers should be experiencing higher pay, cleaner trucks, and/or newer tarps.

### Fuel Incentive Program Under Review

The 2<sup>nd</sup> Period 2005 (Mar, Apr, May, Jun) Fuel Incentive numbers are in and, as they say at NASA, "Houston, we have a problem". Consequently, Tandem will be reviewing the program to see if it is appropriate to make any changes. Since three OTR drivers did receive an incentive at the highest level (\$0.03/mile), perhaps the warmer weather in May and June increased A/C usage and idle time which negatively impacted MPG. **The good news is that 35 drivers participating in the Speed Reduction Incentive took home nearly \$16,000 for the 4 month period.** Should you have any questions regarding the fuel incentive program, please contact John Good or Bob Ekema.

### New Tarp Machine at GP Wheatfield

Some of you are aware and have already experienced the new tarp machine at GP Wheatfield. This has significantly changed the process of loading and securing material at this location. However, as with any new program, we are discovering concerns as we go (i.e., 5' black tarps are too narrow, must secure outside, placement of bungees, etc.) and are working to address them as well. **Some items to keep in mind are 5' drops will not be used in the tarp machine. We must have either 6' or 8' drops. Place your tarps on the nose of the trailer and hang a half dozen bungees on the rub rail for the tarpers to tie down the tarps, before entering the building. If you need polly on the load, be sure to tell the tarpers at the start of the loading process. Stay in your truck with your headlights on while inside the warehouse. Turn off your tractor at each station of the loading process. There is a ladder outside and GP will be providing poles to set edge protectors, so please don't climb on loads.** Please follow the plant instructions as you enter and exit the Wheatfield facility. If you have any problems or concerns, be sure to contact dispatch immediately so we can both record and work to resolve the issues as soon as possible.

### Black Tarps – How Are They Doing?

If you are one of the 31 drivers working with the new black tarps, **we need your feedback.** We will soon be ordering another 10 or 20 sets. But before we do, we need to know that the current tarps are doing the job. Word has it that many drivers are only using the 8 foot drops once or twice each month or even less. If you like the current configuration (2 – 5' and 2 – 8'), we will order more. If you have problems or concerns, we need to know as soon as possible. Please contact Karl Galamback or David Bay and let them know how the new black tarps are working.