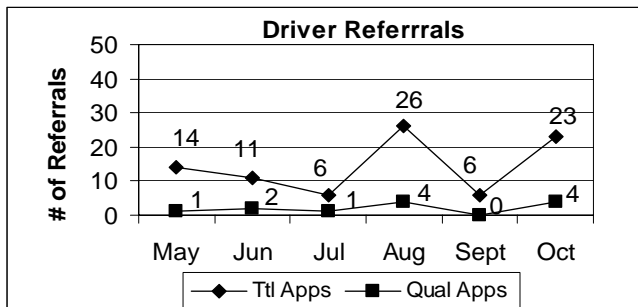
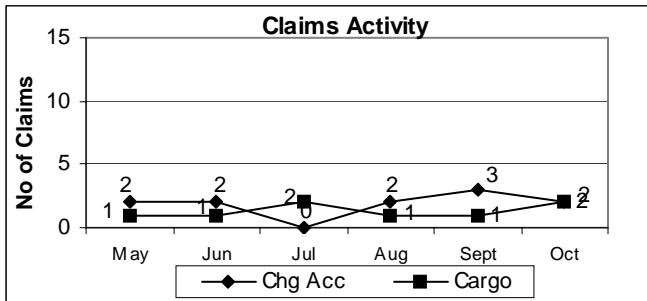
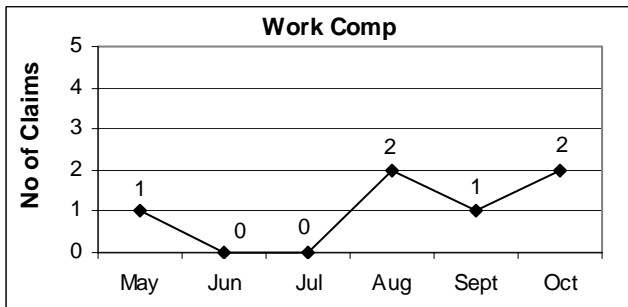




TANDEM EXPRESS

Your Monthly Update on Matters that Matter

Monthly Stats



Driver Referral **Payout** for **OCTOBER** was **\$4,555!**
The year-to-date total is **\$19,460.**

Operations (for October)			
# Active Drvrs (All)	247	Fuel MPG (Co.)	6.49
No. Loads	5,080	Fuel CPG (Co.)	\$3.12
Miles(x1000-Rand)	2,287	Fuel CPM (Co.)	\$0.481

Thought for the Month

Kind words do not wear out the tongue – so speak them!

Tenure Recognition

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

	NAME	YOS	POSITION
1	Kenneth Worm	34	Regional Manager
2	David Bay	13	VP HR & Admin. Svcs.
3	Cynda Singer	11	Professional Driver
4	Daniel Singer	11	Professional Driver
5	Reggie Wilhite	6	Professional Driver
6	Christopher Bond	6	Professional Driver
7	Deborah Lowery	4	Regional Traffic Coord.
8	Lloyd Halterman	3	Professional Driver
9	William Raines	3	Professional Driver
10	Eddie Williamson	3	Professional Driver
11	Ray Murray	2	Professional Driver
12	Dennis Thompson	2	Professional Driver
13	Raymond Beecher	2	Professional Driver
14	James Woodruff III	2	Professional Driver
15	Chris Januchowski	2	Fleet Coordinator
16	Daniel Worm	1	Professional Driver
17	Brian Herman	1	Professional Driver
18	Craig Gerow	1	Professional Driver

Congratulations and thank you all for your support!

Safety Update

October was not a successful month for eliminating work comp or cargo claims. One of the cargo claims was over \$9k. We also had 2 "chargeable" accidents.

There has also been an increase in the number of "lost or stolen" tarps. Keep your tarps locked in the tarp box as much as possible. If you must leave your tarps on the deck, use a chain and paddle lock to secure them. A strap is NOT the recommended way to secure tarps to the trailer deck.

Remember October 1 is the day for the "new" HOS to be in effect. The ONLY "split" log allowed is 2 and 8. The 2 hours may be taken on line 1 or 2. The 2nd period of 8 hours MUST BE "in the sleeper berth". When using the split log, your 11 and 14 hours are recalculated from the END of the 1st period. Use the split logs only if you are a "mathematician" because it can become very confusing. The best way to stay out of trouble with your log is after 11 hours of driving or 14 hours of On Duty, whichever comes first, take the FULL 10 hours off either line 1 or

line 2, or a combination of the two. Keep it simple and stay current...always!

The Highway Watch certifications have slowed down somewhat. Tandem recognizes this program as very important to our National Security and would like more drivers to participate. Contact Jerry Hutchin at Ext. 146 any day by 3PM for your class. It really can make a difference.

There have been 123 SHARE inspections since the inception of the program late last year. There are also 38 drivers who, because of a "clean" DOT (0 violations), have each earned an additional 25 Tandem Bucks. Don't let your "Tandem Bucks" get away. The Safety Department will be issuing quarterly letters showing what your "buck" balance is. Redemption of the "bucks" can be made in Michigan City for hats or clothing and possibly other merchandise. Contact Rayann (Ext. 110) to get your current balance and what is available for exchange.

Driver Rep Update – New Election

The 2006 – 2007 term election ballots for Driver Representative have been sent and you should be receiving them shortly. Only those drivers who qualify will receive ballots (drivers that were hired prior to 5/1/2005 and are not on probation). **Please complete the ballot as instructed and send back to MC or drop off at your nearest terminal by December 9th.** Be sure to use the ballot that was sent to you. Since we are not requiring that you give your name, you will only be able to use the ballot that was sent to you. Should you have any questions or concerns, please contact Rayann in MC (Ext. 116) or David Bay (Ext. 115).

New Black Tarp Update

We have issued about 50 sets of our newly spec'd black tarps. However, we continue to hear comments that the new tarps are wearing faster than normal. And we still have not been able to verify the problem, other than noticing the black tarps, when patched, cannot take as much heat. They tend to "bubble" at the regular ironing temperature. However, they still patch well.

Some drivers and Reps have indicated that perhaps we should reconsider using a 2pc – 6 foot drop tarp set and return to using Charleston tarps when necessary. This would effectively return us to the 6' drop scenario but with two tarps instead of three. The 2pc scenario will be lighter (about 90lbs with 18oz material) and has less material to manage.

As a result of these developments, we will not be purchasing any more black tarps until we decide if the current tarp material and spec are appropriate. If inventory levels become low, we may order more brown and white sets to accommodate our needs until a determination is made. Therefore, we need your feedback, so if you have been assigned new Black Tarps, please send in your comments or stop by the office to

discuss the issue with Jeff Crossno (the tarp guy ☺), Karl Galamback or David Bay.

2005 Annual Safety Awards Banquet

In just over one week we will be celebrating our 35th consecutive Safety Awards Banquet at the Kellogg Center on the campus of Michigan State University in East Lansing, MI. We have over 300 people scheduled to attend and already are booking people at another hotel. Last year we had a number of "No Shows" that if they had advised us they were not coming – even on the Friday before – we could have accommodated almost everyone at the Kellogg Center. ***This year it is especially important that you notify if your plans change and you cannot attend the event or will not be spending the evening at the Kellogg Center. Please notify us of any cancellation, even if it is Friday afternoon.***

More New Trucks and More New Drivers

Congratulations! We are currently fully seated and have more trucks on the way. Yes, as of this issue, all our trucks are filled (inclusive of a few "spares"). In just a few days the most recent shipment of new trucks (10 Volvos) will have been plated and issued (3 are already issued). We also have some Freightliners that will be ready soon. So keep those referrals coming in!

This year has been one of our best recruitment and retention years. Thanks to our Recruiting department and our new South Carolina terminal (which boats of over 20 drivers already) we have hired enough drivers to fill our trucks. We also want to thank the rest of Tandem – all departments and terminals for their "retention" efforts. Tandem has hit a new record for lowest turnover. **For fiscal year 2004- 2005 we achieved an amazing 40% turnover!**

And we still need your help RECRUITING! Rick McShane, our new Recruiting Manager, will soon have new and improved recruiting packets available. Driver Referrals used to be a key element in our recruiting efforts. This year it has been erratic and overall on the decline. We hope the packets and more emphasis on driver referrals will bring this program into high gear. So be sure to visit Rick at the MC office and let him know your ideas.

Insurance Reminder

By now you have received our insurance memo dated November 14, 2005 outlining the changes for the coming year (effective 1/1/06). Along with that memo you should have found forms to be signed and returned if you are eligible for Tandem Eastern, Inc.'s new two-person insurance election or for Tandem's new non-tobacco user insurance discount. Please return the applicable forms to the St. Louis office ASAP. Other insurance items of note include the doubling of optical benefits and reimbursement for materials used to quit using tobacco (smoking or otherwise) up to \$200.