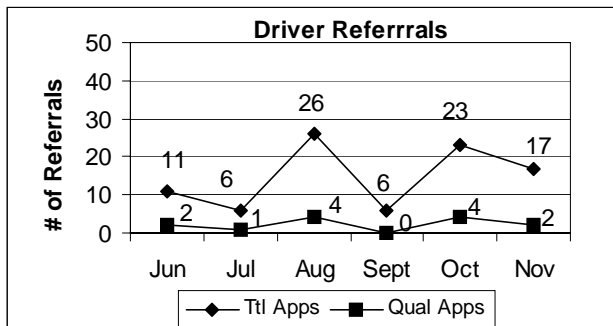
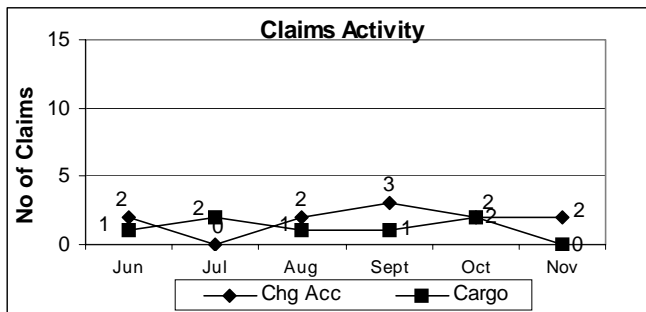
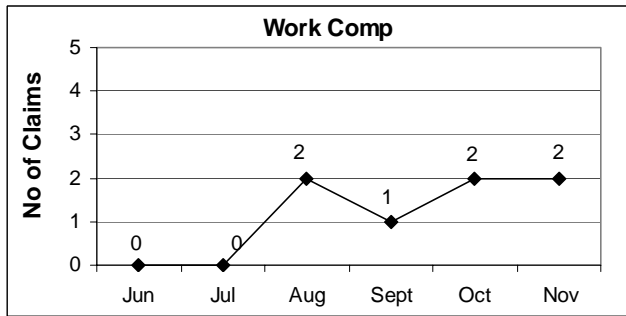




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



**Driver Referral Payout for NOVEMBER was \$2,075!**  
**The year-to-date total is \$21,535.**

<b>Operations (for November)</b>			
# Active Drvrs (All)	258	Fuel MPG (Co.)	6.21
No. Loads	4,957	Fuel CPG (Co.)	\$2.58
Miles(x1000-Rand)	2,247	Fuel CPM (Co.)	\$.42

### Thought for the Month

*Live simply; love extravagantly.*

## Tenure Recognition

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

	NAME	YOS	POSITION
1	Jeffrey Gross	13	Exec. VP Corp. Devlpmnt
2	Cathy Childers	8	Fleet Coordinator
3	Dennis Burkett	5	Professional Driver
4	John Hector	4	Professional Driver
5	Cyril Allard	4	Professional Driver
6	Frank Sutherland	3	Professional Driver
7	Cathy Buckner	1	Office Assistant

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

## Safety Update

November was a great month for cargo but not so good on work comp and accidents. We experience (2) work comp claims and (2) chargeable (preventable) accidents. The bright spot was "Zero" Cargo claims. This is a great improvement over last year at this time. Thank you to everyone for your continued safety awareness.

As you all are aware, the winter season has the potential of a rise in cargo claims, accidents and injuries due to weather - specifically ice and snow. Roadways can become very slick without much warning. Heavy dew on roadways can become icy early in the mornings, especially in shaded areas. The best advice I can give is to SLOW DOWN when these conditions are present.

**Remember 3 factors in stopping distance:**

**1) Perception Distance, 2) Reaction Distance and 3) Braking Distance.** Match your speed to the road service and do NOT "overdrive" the conditions of the road or the weather. Also be sure to properly tarp your loads. Otherwise you run the risk of a moisture claim. There are times when a tarp by itself is not enough. There will be times when extra precaution is necessary. Plastic is a good insurance policy against moisture claims. Also **REMEMBER**, with ice and snow on the loads, tarps and on the ground, be especially careful with footing. A slip off the load or even on the ground can lead to serious injury and time off work.

## Highway Watch Program Continues to Grow

A special thanks to the 76 recipients that have received their Highway Watch certifications. December saw 33

new drivers enrolled in the Highway Watch program. Tandem Transport, Highway Watch and the United States Homeland Security Agency thank you for your support in this very worthwhile and Patriotic cause. Our initial goal is 50% of the fleet or about 135 drivers so we need another 59 drivers to volunteer. The training is available weekly, so just call Jerry at Ext. 146 to schedule your two hour training.

## 2005 Safety Awards Banquet

**Congratulations to all the winners at our 35<sup>th</sup> Annual Safety and Awards Banquet – “Success Tomorrow Depends on Safety Today”.** We had a banner year serving 267 people (23 more than last year) and want to thank everyone who participated in making this year’s banquet a success. We have learned at least two things from this year’s experience. One is that we need more desert tables ☺. The one we had filled up too soon and we should have had them like the buffet tables and access from both sides. Second, we had a few “no shows” who if they had called on Friday or even Saturday morning – we could have cancelled their rooms that we ended up paying for. We thought we had under booked because we had more people reserving rooms than normal, but a number of them failed to call.

We also want to thank our new partner, Kevin Cuvelier, for his contributions to the banquet. For those of you who did not recognize him, he debuted as “Ariel” the Mermaid in our special “Under the Sea” presentation to Walt and Carolyn. Kevin is the President of Tandem Logistics. He and several of his team members joined us this year. With Kevin posing as a Mermaid we are convinced that he has the Tandem team spirit ☺.

One of management’s goals has been to reward ALL drivers that perform well. But we also want to specially recognize those individuals that show outstanding performance. **This year we were pleased to present Kevin Stanton with the Driver of the Year Award. We were also proud to announce Kevin “Wanderer” Deyoe as the Runner-Up Driver of the Year and Christopher Parker as Outstanding New Driver.** All of these drivers have done an excellent job this past year. They are safe drivers who have excelled above the norm in many areas of performance and are examples to follow.

We were very pleased with the results this year because many newer drivers did well in the rankings. This is partly due to our hiring more experienced drivers, but also, we believe, because Tandem has been working hard to improve its processes and help all drivers – both the new and more tenured drivers – achieve their best performance.

## Reps In Action

We will soon have election results for the Driver Representative 2006-2007 term of office. To-date we have received about 60 ballots, but hope to receive a few more by the end of the year. This represents a 30%

turnout since we had about 200 drivers eligible to vote. There will be a notice sent out once the tabulations are made and we confirm which drivers would like to participate.

The Driver Hardship Fund continues to support our fleet. As of 11/30/2005 we had a DHF balance of \$5,982. We currently have no one receiving assistance although we helped 5 drivers over the last several months and to-date have distributed about \$32,000 since the program was started just over 3 years ago.

## New Trucks, Trades, and Personnel

We apologize for the delays but unfortunately have had some last minute warranty issues with the Freightliners. They are being corrected, but have moved out delivery of some units and required us to return a few others for repair. Also, because we have been able to hire more drivers this year, we had to extend our trade cycle a bit to accommodate our recruiting needs. Both conditions have delayed our trades and some drivers have had to wait longer to get new units. Compound it all with the Holidays and trying to keep general services up and you can guess that maintenance has been busy. We appreciate everyone’s patience and should have things running more smoothly very soon. We have also added a new service technician – **Adam Rust** – to our night maintenance team. And we continue to search and soon hope to hire a qualified Night Maintenance Supervisor to further improve our maintenance department.

## Recruiting – A Few Seats Left to Fill

It is good to know that we have most of our trucks filled. We have an excellent team of drivers and our latest record driver turnover of 39% (compared to an industry average of over 120%) shows that Tandem is a company to stay with. In fact we exceeded our record of drivers just a few weeks ago with a total roster count (company and ICs) of 268 drivers. If you included our “broker” drivers (e.g., Handrich, Topline, and Pennywise) we are close to the 300 mark. But we still need more drivers in certain key areas. For the OTR fleet we are looking to Southern, MI, Chicago through Northern IN/OH, Eastern TN, SC, and Northern AL, GA, and FL. We will consider any experienced flatbed driver that lives near our major lanes of service, but the above noted areas are our current focus. We would also like to add a few seats to our dedicated moves from Wheatfield, IN, Avery, OH, Grand Ledge, MI, and Vonore, TN.

Looking forward to next year, Recruiting is planning to attend the 2006 Louisville truck show. This annual event is scheduled for March 23 – 25 (booth # 6171 in the west wing if you happen to attend). If you have any new ideas for recruiting stop by MC and bend our ear. Also, keep in mind that our new recruiting brochures will be here soon and we will notify you as soon as they arrive.