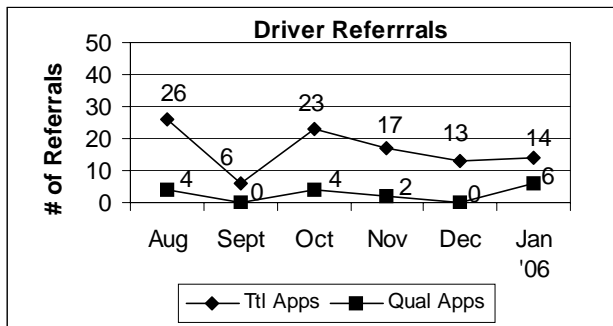
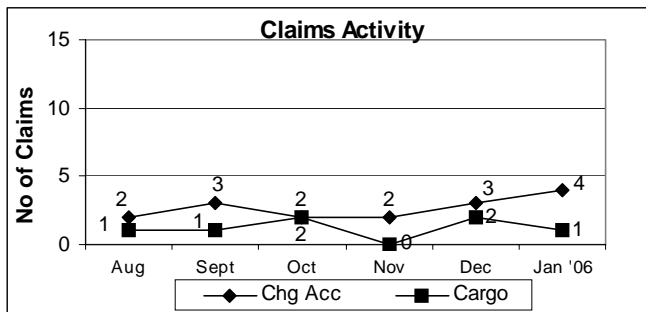
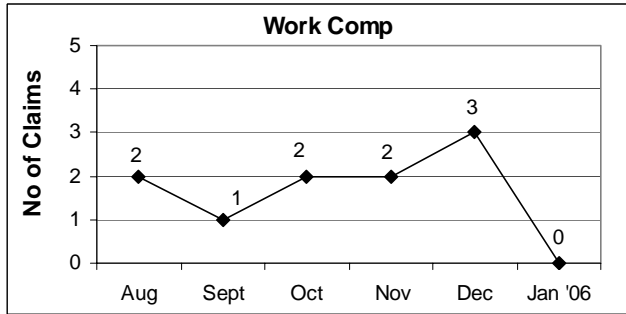




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



**Driver Referral Payout for JANUARY was \$3,060!**  
The year-to-date total is \$3,060.

### Operations (for January)

# Active Drvrs (All)	260	Fuel MPG (Co.)	6.04
No. Loads	5,410	Fuel CPG (Co.)	\$2.44
Miles(x1000-Rand)	2,459	Fuel CPM (Co.)	\$.40

### Thought for the Month

*"Always do right. This will gratify some people and astonish the rest"*

Mark Twain

## Tenure Recognition

We are combining January and February anniversaries. The following employees have reached another year of dedicated service.

### January 2006

	NAME	YOS	POSITION
1	Finbarr Kiernan	27	Director of Traffic
2	Teresa Webster	9	Supervisor, Billing & A/R
3	Donald Rosser	4	Professional Driver
4	Raymond Godin	3	Professional Driver
5	Harmon Casto	3	Professional Driver
6	Lucinda Schroeder	3	Driver Recruiter
7	David Fox	2	Professional Driver
8	Terry Staley	2	Professional Driver
9	Timothy Holder	2	Professional Driver
10	Timothy Sibley	2	Professional Driver
11	John Peterson	1	Professional Driver
12	Chris Allsteadt	1	Professional Driver
13	Derick Helton	1	Maintenance Technician

### February 2006

	NAME	YOS	POSITION
1	Ivy Schmidt	17	Fleet Coordinator
2	Terry Camp	15	Professional Driver
3	James Miller	14	Professional Driver
4	Ronald Boyle	13	Professional Driver
5	Russell Babcock	11	Professional Driver
6	Douglas Greenwood	10	Manager, Driver Training
7	Robert Hickey	9	Professional Driver
8	Patrick Magee	7	Professional Driver
9	Douglas Wright	3	Professional Driver
10	Lawrence Buckner	3	Professional Driver
11	Christopher Frazier	3	Professional Driver
12	Claudiu Butnaru	2	Professional Driver
13	Glenn Mosher	2	Professional Driver
14	Charles Fletcher	2	Professional Driver
15	Steven Sitts	1	Professional Driver
16	Cleo Kephart	1	Professional Driver

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

## Safety Update

December 2005 and January 2006 have not been very good from a safety standpoint. First, we had 3 cargo claims and 3 work comp claims. We also experienced a total of seven chargeable accidents over this two-month period. This is certainly not an acceptable number since all were preventable.

We also had trailer T-112 stolen in SC along with the load of particleboard – neither have been recovered. Keep your eyes open for the missing 112 trailer. It is quite possible that it is parked in the back row of some truck stop in the south or southeast. ***Tandem is placing a \$500 REWARD for anyone who can locate this trailer. Please call Jerry Hutchin at Ext. 146 with information.***

The S.H.A.R.E (Safety Has A Reward for Everyone) program is going along quite well, as is Highway Watch. Remember, that Tandem pays extra “bucks” for your participation in S.H.A.R.E. A letter showing what your accumulated “bucks” are worth was sent in January. But you can contact Rayann in MC (Ext. 116) at any time to get your balance. And do not forget, CLEAN DOT inspections are worth another \$25 Tandem Bucks.

### **HOS Update and Enforcement**

The “soft” enforcement for violations of the new regulations is over now according to FMCSA and DOT authorities. Due to the increased crash involvement across the country with “Big Trucks”, the Federal agencies are going to be cracking down on violations and violators. ***To better position ourselves for this, we will be adding personnel to increase our audit practice and insure continuing compliance.***

Your Fleet Coordinators have recently completed an HOS course to be more familiar with the situations you are faced with concerning delay in transit time due to weather, loading or unloading conditions. Shippers are also being alerted to the problems faced by drivers operating within the new HOS guidelines. HOS violations are a serious problem within the industry and the DOT will be getting much tighter with enforcement and penalties. Tandem will take the same approach. Tandem will not lower standards and will continue to monitor fleet compliance and penalize violators.

Most drivers should be fully aware of the new HOS regulations. We have held instructional presentations and issued fliers to familiarize the fleet with the new rules. If you have any questions or concerns regarding the new HOS regulations or Tandem’s enforcement policy, please contact Jerry Hutchin to discuss the matter.

### **More Black Tarps Issued and on Order**

We have begun issuing additional black tarps for our OTR fleet. We have also confirmed a recurring order of 5 sets per month as we move forward. It appears that the black tarps are working fine and drivers have actually been upset that we slowed down distribution of them. However, we wanted to be sure there were no serious quality or spec concerns before we continued the purchase of these tarps. There continues to be some debate on whether we should add a third row of D-rings to the 8 foot drops. For now, however, we are not changing the spec.

If you have any comments or concerns about the new black tarps, please talk to Karl Galamback, Jeff Crossno, or Bob Ekema.

### **New Tractors and Trailers**

We continue to receive new equipment – both tractors and trailers. We have mostly new Freightliners on the way, but we will also be seeing a few more Volvos. Also, the new trailers are spec’d with sliding winches and an automatic tire inflation device that will help reduce breakdowns and ultimately overall tires costs.

Some drivers have expressed concern with our allocation of new equipment – specifically tractors. Assigning tractors is no easy task and Tandem takes several factors into consideration. First and foremost is tenure, but we also look at performance (productivity and safety) as well as logistical and operational needs. We are also working to maintain an 18-month tractor assignment program whereby a driver keeps the newly assigned tractor for 18 months before being switched out. This prevents multiple switches which only frustrates drivers when they have to move out of their unit multiple times in one year.

Bob Ekema is currently in charge of truck and trailer assignment. So if you have any questions or concerns about the assignment of tractors or trailers, please call Bob and he can explain the program.

### **New Reps in Action**

Tandem is proud to announce that we have our new roster of Driver Reps for the 2006 – 2007 term of office. We currently have 34 newly elected Reps and have only one slot left to fill. 10 of these Reps are experiencing their first term in office. That means almost 30% are new faces! We are also glad that two of the new Reps are Independent Contractors (ICs) and will help our IC fleet be better represented.

We just completed our second meeting of 2006 last week on February 8<sup>th</sup>. At that time we had just over \$8k in the Driver Hardship Fund. To-date we have supported 37 drivers and distributed almost \$40,000 in support.

***The trailer side light spec will be changed from 3 side lights to 5 side lights.*** DOT only requires 3 lights on each side of the trailer, but the Driver Reps felt that 5 side lights provided better visibility and overall safety. Management agreed. All newly built units will be spec’d with 5 side lights (although you will see a few more new trailers with 3 side lights because they were already built).

***Due to continued Rep involvement, management has also approved the payout of detention from GP Wheatfield by simply filling out the detention slip – but no signature is required. If you are detained over 3 hours for loading at Wheatfield, please fill out the detention slip and send it to St. Louis. You do not need to get a signature from the shipper.*** So please fill out the form if you are detained more than 3 hours for loading.