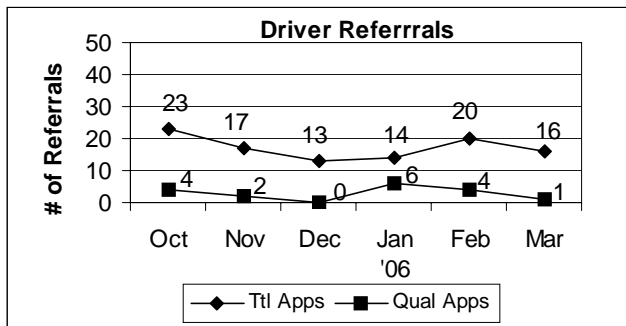
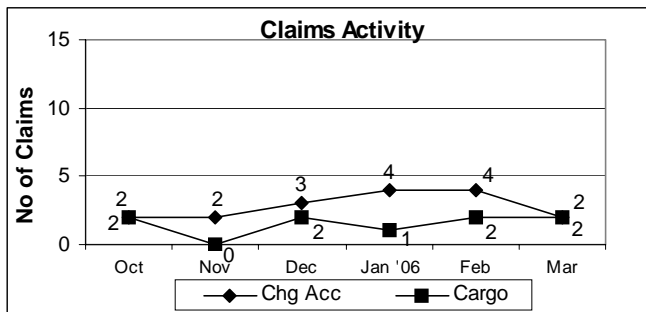
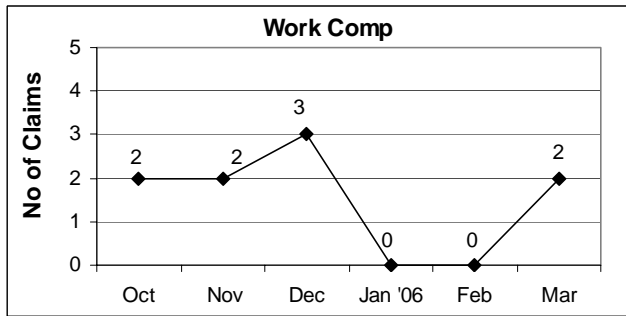




# TANDEM EXPRESS

Your Monthly Update on Matters that Matter

## Monthly Stats



**Driver Referral Payout for MARCH was \$2,185!**  
**The year-to-date total is \$9,555.**

### Operations (for March)

# Active Drvrs (All)	263	Fuel MPG (Co.)	6.15
No. Loads	6144	Fuel CPG (Co.)	\$2.52
Miles(x1000-Rand)	2,732	Fuel CPM (Co.)	\$.41

### Thought for the Month

*Sometimes the best way to convince someone they are wrong is to let them have their own way.*

\*\*\*\*\*Trailer Acid Wash in May\*\*\*\*\*

(See reverse for details)

## Tenure Recognition

The following loyal and dedicated employees have reached another year of service in **April 2006**

	NAME	YOS	POSITION
1	Grant Wilson	21	Regional Manager
2	Alta Manigold	17	Supv., Purch & Maint Admin.
3	Stephen Dagger	12	Professional Driver
4	Henry Kester	10	Professional Driver
5	Robert Butler	5	Professional Driver
6	Thomas Shirely	5	Professional Driver
7	Christopher Bennett	5	Operations Manager
8	Tony Hadley	4	Professional Driver
9	Billy Williams	4	Professional Driver
10	Michael Papp	4	Day Shift Supvr., MC Maint.
11	Kevin Carter	2	Professional Driver
12	William Watts	2	Professional Driver
13	Darwin Stagg	2	Professional Driver
14	Robert Phillips	2	Professional Driver
15	Clifford Cochrane	1	Professional Driver
16	Gary Ives	1	Professional Driver
17	Charles Morey	1	Professional Driver
18	Terry Wirgau	1	Professional Driver
19	Larry Copley	1	Professional Driver

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

## Safety Update

Although our goal is "0" claims, March of 2006 was somewhat better than 2005 with 2 "chargeable" accidents, 2 cargo claims and 2 work comp claims. Considering we have a few more trucks on the road this year, I am pleased that our accident ratio is lower. Carelessness is still the major reason for our problems. Simply taking your time and being patient will eliminate some of the chance you have of being in an accident or being injured. Also, being more pro-active in driving habits and work habits will pay off for you and Tandem.

**A big change in the Safety/Compliance Dept. this month has been the addition of a full time Log Auditor. Cindy Schroeder has moved from Recruiting to this new position in Compliance, but will continue to support and back up Recruiting.** Cindy is now focusing her attention on auditing logs against DOT Inspections and Fuel reports. This will ensure Tandem's commitment to Federal Regulations and HOS compliance. We will continue to post, in both

building A and B, a list of drivers who have log issues and provide this list to the Fleet Coordinators. **To prevent a larger compliance issue from developing, please contact Jerry Hutchin as soon as notice is given.** It will be easier to correct a recent problem than allowing it to get old and create multiple errors on the log.

Remember, ALL DOT inspections, any citation you receive, and your fuel **MUST be on Line 4 "On Duty Not Driving" for a minimum of 15 minutes.** Loading and Unloading must also be on Line 4. Do NOT exceed the 14 hour rule, with no more than 11 hours of driving within the 14 hours. At that time you must have 10 **CONSECUTIVE** hours "Off Duty" or "Sleeper Berth". The 10 hours **MUST NOT** be broken with any working or driving time. Keep your log book CURRENT to the last change of duty. The DOT considers more than 1 hour off a "Critical Violation" and can write a citation for this. **Stay Safe and stay current!**

### **Already Great Pay Will Get Better**

Tandem continues to review its pay package. Our goal is to have revisions implemented by July 1. Our last pay revision in July of 2005 was designed to increase driver pay based on productivity and tenure. We also successfully increased tarp pay by getting more accounts to participate. **Analysis of driver pay for the last year (from April '05 through March '06) shows that the active OTR fleet is averaging \$51,000 a year in annual earnings. However, the top 25 drivers are averaging over \$61,000 per year and the top 50 over \$57,000 per year.** This means drivers can and have continued to receive higher pay throughout the year. For example, in February and March, the combined productivity pay distribution was \$31,201 to 13 drivers for an **average productivity payout of \$2,400 per driver!** The challenge now is to determine where we can make adjustments and improve an already exceptional pay package. If you have questions or concerns about your pay, please contact Bob Ekema (Ext. 130).

### **A Fond Farewell Along with Some New Faces**

We will soon bid a fond farewell to some long term maintenance personnel. **Both Alta Roblin and John Johnson (J.J.) will be retiring the second week of May.** Alta has been with Tandem 17 years while John has been with us 22 years (plus a few years more as he was actually a rehire). These two will be greatly missed and we wish them the best in the years to come.

We also have a few new faces to recognize. **Rick Reed** recently came aboard as our new Systems Administrator (replacing Nate Dean who has moved east). **Janet Heuer** is our new Corporate Receptionist (replacing Kay Pawlik who recently retired). **Craig Horton** is just starting as our new Night Shift Supervisor, MC Maintenance. We also have **Drema Anderson** who will be trained as a Maintenance Clerk, while Janet Johnson becomes Sr. Maintenance Clerk and takes on most of Alta's responsibility. All the above are from our Michigan City terminal.

We also welcome **Jill Henry** who is working at our Columbus office. Jill replaced Sara Hayes and started working March 20. Jill visited Michigan City for one week before starting and has been in Columbus for several weeks doing a great job.

### **Trailer Acid Wash In May**

At our Rep meeting last year, management agreed to provide periodic trailer acid washes for the company fleet. Blue Beacon advised us that most large carriers have two acid washes per year. Tandem authorized one wash last November. **We are now authorizing a second trailer acid wash in May.** When you visit a Blue Beacon, it should automatically be included, but be sure to ask the attendant, just in case.

### **Gaylord Update**

As noted in the last issue of Tandem Express, GP in Gaylord, MI has closed its doors. We have recently shipped out most of their inventory. **We are proud to announce that most of this lost business has already been successfully recovered.**

Weyerhaeuser (Grayling) has absorbed a good portion of this business by increasing their freight offering around 25 loads per week. We also have North American Salt up 6 loads; Northwest Hardwoods up 10 loads; Pine Forest up 5 loads; and Lowes (Grand Ledge) up 3 loads. Gyp Supply (Grand Rapids) is a new account with 10 loads per week (delivering to FL and SC). We also have a few other accounts in the works. **This change in freight has brought more opportunity south of Gaylord and has the positive affect of reducing our overall deadhead.**

### **Summer Events – Chattanooga Cookout, Memorial Weekend Bash and Tandem Picnic**

**For our Southern family, keep the first weekend in May open! Randie Diequez (Mountain Man) is hosting the Chattanooga Terminal Annual Summer Cookout on Saturday, May 6<sup>th</sup> at his home in Athens, TN from 5PM.** Bring your lawn chair and call 423-746-5473 if you have any questions.

**For our Northern family, Pat and Craig (Misfit) Smith will again be hosting their annual Memorial Weekend Bash at their home in Frankfort, MI.** Saturday morning (May 27) we have the annual golf outing and in the afternoon the cookout. And the evening campfire will finish the day. Bring your family for the day or camp out overnight. It is always a great time for Tandem's friends and family. Details will be sent in May.

**We also have Tandem's annual picnic on Saturday, June 10, at Rogers-Lakewood Park in Valparaiso, IN.** This year's theme is "A Day at the Ballpark" to recognize one of America's favorite sports - baseball. We will have fun activities for adults and kids so be prepared to enjoy yourself. We will also hold a Communications Committee/Driver Rep Meeting that morning at 10A (CST) and everyone is invited – family and friends.