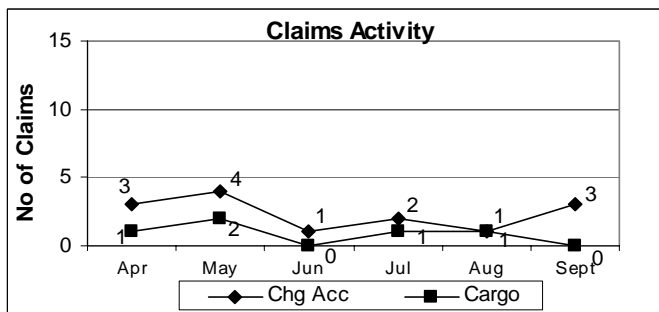
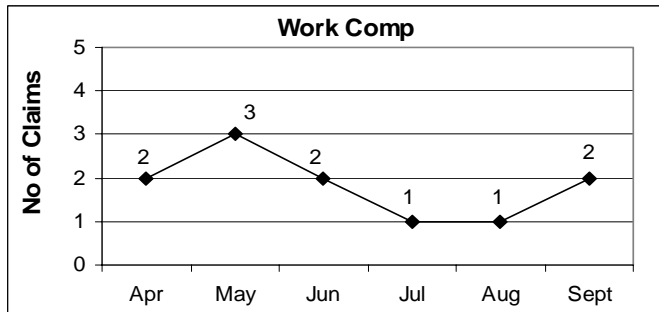




# TANDEM EXPRESS

## Your Monthly Update on Matters that Matter

### Monthly Stats



MAINTENANCE EVALUATION CARDS (SEPT 2006)			
	Yes	No	%
All repairs completed?	18	0	100%
Treated professionally?	18	0	100%
Truck left clean?	18	0	100%
Given estimated time?	16	2	89%
Completed on time?	11	7	61%
<b>Overall Score</b>	<b>90%</b>		

**Driver Referral Payout for SEPTEMBER was \$1,080!** The year-to-date total is \$27,400.

Operations (for September)			
# Active Drvrs (All)	261	Fuel MPG (Co.)	6.48
No. Loads	5,109	Fuel CPG (Co.)	\$2.67
Miles(x1000-Rand)	2,241	Fuel CPM (Co.)	\$0.41

### Thought for the Month

You must have long-range goals to keep you from being frustrated by short-term failures.

### Tenure Recognition

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

	NAME	YOS	POSITION
1	John Duvall	12	Professional Driver
2	Jeffrey VanBonn	11	Professional Driver
3	Ronald Hamill	11	Professional Driver
4	Harry Bensinger	11	Professional Driver
5	Gerald Hutchin	11	Director of Safety
6	Charles Hoch	10	Professional Driver
7	David Horosz	9	Professional Driver
8	Luke Nover	9	Fleet Coordinator
9	Timothy Sansote	6	Professional Driver
10	John Harris	6	Building & Grounds Maint.
11	Jeffrey Crossno	6	Supv., Bldg & Grnd Maint.
12	Darrell Gregory	5	Professional Driver
13	Brian Steele	5	Professional Driver
14	Alec Burson	5	Regional Traffic Coord.
15	Harold Sparkman	4	Professional Driver
16	Gerald (Pete) Cable, Jr.	4	Maintenance Technician
17	William Seaborn, Sr.	3	Professional Driver
18	John Byrd	3	Professional Driver
19	Richard Lamoria	3	Professional Driver
20	James Trout	3	Professional Driver
21	Lee Male	2	Professional Driver
22	Matthew Berlin	2	Professional Driver
23	Wendall Weichner	1	Professional Driver
24	Kory Reid	1	Professional Driver
25	David Yost	1	Professional Driver
26	John Spaid, Jr.	1	Professional Driver
27	Nelson Graham	1	Professional Driver
28	John Santoro	1	Professional Driver
29	Albert Crockett	1	Professional Driver
30	Willie Turman	1	Professional Driver

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

### Safety Update - The passing of the Safety Torch

Tandem would like to welcome the new and acknowledge the wise.... As you all know Jerry Hutchin has been planning to retire and go fishing for some time. It appears that he has finally achieved that plan and begins passing the Torch of Safety to the newcomer Norma Christine. Norma comes to us with 15 years of trucking experience, all of which was in Safety. She has worked with various flatbed carriers the entire 15 years. Norma lives in Illinois and commutes daily so drivers beware she

will be watching. Norma looks forward to working with Tandem and its drivers and wishes to give them an opportunity to give her pointers. Norma will also be working on her CDL to help increase her awareness of the driver's condition. Come and give her a warm welcome the next time you are in Michigan City.

Jerry will be staying on partially working with Norma but mostly helping to recruit new drivers. He will still be available to talk with drivers and give of his words of wisdom. Be sure you see him while you are here as he may have some remaining advice to give to you. He may even share the location of a great fishing hole (but will cost ☺).

### **A Fond Farewell To Our "Safety Man"**

Since Jerry has been with Tandem for 11 years (this October) and is moving on to his "golden wing" years, it is with honor and great pride that we thank him for his service and wish him the best. His official last day will be December 1<sup>st</sup>, 2006, but we will also see him at the Awards Banquet (on December 2). We have a few people that were able to share their thoughts on Jerry before we issued this publication (further thoughts are sure to follow ☺) and would like to share them with you:

*"I would just like to wish Jerry luck with his new fishing partner, "Sam." And with "Mother Hutchin" when she finds out!"*

*"Working with you in the Recruiting Dept. has been a pleasure. The wealth of knowledge you shared is priceless. I have learned a lot about trucking from you. Here's hoping that your boat (rocking chair) only rocks gently, there will always be a fish on your line and the sun will shine on you & Joan as you cruise down the highway (Gold Wing Style). Congratulations!! Happy Retirement!"*

*"As a chapter closes in your life, and a new one starts for you, may your years be filled with all the things you're looking forward to! Best Wishes on Your Road to Retirement!"*

### **Open Enrollment Soon to Close**

October 31 is the last day you can make changes to your insurance plan. The next opportunity will not be for 1 year so be sure you are on the plan you desire.

### **NOT Signing Bills and Delivery Receipt Continues to be A Major Concern**

***We had another issue – a \$5,000 claim because no bills or delivery receipt were signed.*** The customer requested a POD and when we did not have any signed paperwork, they denied payment of the load and are charging us the entire cost of the load. Their customer will not pay for the product and now we are being charged for the load. Consequently we are reviewing options to

prevent this from occurring again. We will be considering holding pay until delivery is confirmed and/or dollar-for-dollar incentive deductions if we cannot find a way to correct this problem. If you have any suggestions please contact Bob Ekema (Ext. 130) in Michigan City.

### **November is Trailer Acid Wash Month**

***For the month of November, all Tandem company drivers may add an acid wash for their trailer.***

Because of the arrangement with Blue Beacon, we no longer need wash tickets and you may simply ask the attendant to have your trailer acid washed when you get your monthly wash. This will only be available for the month of November. The next scheduled wash will be in March OR April 2007. Any questions or concerns, please contact Bob Ekema (Ext. 130) in Michigan City.

### **Safety and Awards Banquet 2006 (December 2)**

The 37<sup>th</sup> Annual Safety and Awards Banquet is just around the corner – December 2, 2006. Most of the data is in and we will be reviewing departmental evaluations, performance data, and safety records to choose winners in all the award categories. And remember that any driver seated since August of 2005 is eligible for ALL categories. We need one full year of data (9/1 – 8/31) to compare performance (except for the "New Driver" categories). As noted in a recent letter to the fleet, we will also be having an **IC of the Year 2006**. We are proud of our growing Independent Contractor fleet and because we have nearly 50 ICs, we felt it time to give an overall recognition. We are also increasing the corporate contribution to the **"Travel Voucher" program** and will have the amount that each driver is eligible for when the invitations are sent the first part of November. The Safety and Awards Banquet has always been a fun and rewarding event and we hope that the attendance continues to grow as does our fleet of professional drivers.

### **2<sup>nd</sup> Period Fuel Incentive (March – June)**

***Congratulations to the 37 drivers who will receive a bonus check for the 2<sup>nd</sup> Period Fuel Incentive (March – June).*** We apologize for the delay. With the move to Savannah, this function was delayed. ***There will be a total payout of \$11,766 to these 37 drivers.*** The fuel incentive is based on Pilot Usage and overall MPG. We understand that with all the new equipment this may be a greater challenge. However, it appears that the target levels are achievable. Be sure to check the postings at each terminal and ask for a copy so you know what your target levels are (they vary by fleet).

Also remember that the Speed Reduction Incentive (SRI) is also available. 40 drivers have chosen to take advantage of this offer and are receiving an additional \$0.01 per mile. Their combined earnings for the period totaled \$17,567.