



Terminal Transport December 2019

December 2019 Recap

As we close out the year, we prepare for 2020, ending a decade and starting another. We have experienced some change this year with the addition of Midwest Express in Plover, Wi. This location has given us an opportunity to expand our area of recruiting, which has started to pay dividends. We have a banner there now at the end of the property that is focused on drivers that frequent the Kwik Trip next door. We are also looking to service our equipment at the shop as much as possible. This will lower our operational costs while improving maintenance of our equipment.

We have added additional opportunities this year as we began to service the Michelin North American DC in Wilmington, IL. This facility is in excess of 1.3 million square feet and ships as much as 80,000 tires per day. We are currently serving their customers in Minnesota and Wisconsin with hopes of expanding into other states. We just completed an RFP for Packaging Corp of America (formerly Boise Paper). Again, multiple destinations are available for us to price and serve. Our customers are giving us opportunities to expand our business but to do that we need to add more driver associates.

As we enter next year, my New Year's resolution is to improve our service, improve our safety by lowering our accident ratio and expand our business. We will continue to update our equipment as market conditions allow.

I hope you will all continue to provide the best service by delivering safely and on time. The new ELOG mandates will present a challenge, but I am confident we can overcome these distractions by flawlessly performing our jobs. Thank you to all Driver Associates and employees for your past performance. Tomorrow presents the challenges that we will meet head on.

Happy Holidays and Happy New Year!



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Reminders!

- ❖ Turn in completed trips ASAP
- ❖ Penske Drivers call Brent before calling road service ALWAYS!
- ❖ Never break a customer's seal until told to. *Every load must have a seal.*
- ❖ Every load needs to be secure; *use your straps to secure your freight.*
- ❖ Sign all Bills of Lading and make sure they say Terminal Transport.
- ❖ GOAL – Get Out And Look before backing up! ALWAYS!

CSA

Unsafe Driving	2.42
Crash Indicator	.44
Hours of Service	.15
Maintenance	2.23
Controlled Substance	0
Hazmat	0
Driver fitness	.04

Incidents of damage in the past month:

Tractor ferring damage

\$400

Tractor Mirror

\$TBD

Tractor Damage

\$511.79

Accident Tractor - Trailer

\$TBD

**REMEMBER SAFETY IS NO
ACCIDENT!**

ELD Compliance In Effect 2019

The primary focus of ELDs is to ensure drivers are complying with federal drive-time regulations, but carriers can use the data and the devices to monitor engine hours, miles driven and location information. That information can help companies identify inefficiencies, negotiate with shippers and manage delays. They can also use the information to provide customers with a load's estimated time of arrival so they can schedule labor.

Information coming off the engine and ELDs can also help fleets identify and analyze driver events, such as hard braking. Fleets can use the information to coach drivers and improve driver safety.

The ELD Rule is intended to help create a safer work environment for drivers, and make it easier and faster to accurately track, manage, and share records of duty status (RODS) data. An ELD synchronizes with a vehicle engine to automatically record driving time, for easier, more accurate hours of service (HOS) recording.

The ELD final rule does not change any of the basic hours-of-service rules or exceptions. We appreciate everyone's cooperation in transitioning to the new ELD regulations and learning the new systems.

Drug & Alcohol Clearinghouse Effective Jan. 2020

We are weeks away from the Clearinghouse going into effect. Many drivers are unaware of the requirement that they must register within the Clearinghouse should they wish to change jobs any time after Jan. 6. There's still a huge learning curve right now, both in terms of knowing that registration is a requirement for driver job seekers and how to register within the system.

The rule establishes a database of drivers who've failed or refused a drug test, and fleets of all sizes will be required to query the database for all new driver hires and yearly for existing drivers. Fleets will also be required to upload results of failed drug tests to the Clearinghouse. Also included in the database will be information on drivers who've been cited for violating alcohol laws specific to trucking. There also will be information on whether a driver has completed the return-to-duty process after a positive drug test or alcohol violation.

Registering in the Clearinghouse is required for when a driver wishes to change jobs and when a fleet first hires a driver after the rule becomes effective, (1/06/2020) and for yearly review of existing drivers. Terminal drivers will receive more information for how to register. Thank you for adhering to the new ELD & Clearinghouse Rules.

DRUG & ALCOHOL CLEARINGHOUSE

Register for the Clearinghouse now and be ready for implementation

DRIVER UPDATES

WINTER GEAR

Winter is here! I know this appeared in the last newsletter but it never hurts to remind people of the fury of Mother Nature in this area, particularly in that we have a few new drivers from south of the Mason Dixon Line! Make sure you have an extra blanket, warm boots (time to put away the flip flops), warm coat, gloves and stocking hat. A heating pad in the bunk turned on about 30 minutes can keep blankets warm for a period of time without running the truck. Make sure your flashlight has new batteries. A can with sand in it with a small candle can come in very handy as well to heat the cab if stranded or can help with traction. To help keep the trucks running at the proper temps, if it has a winter front, put it on. We also have Power Service at Roseville & Plover. You know what you may need personally so be prepared. If anyone has some other helpful tips for winter survival, pass them on to Tammy.

Winter Driving Kit Essentials:

Keep your Winter Driving Kit close by and stock it with:



- Proper clothing (loose layers, extra gloves, winter coat, boots, warm socks)
- A **flashlight** and batteries
- A blanket
- Non-perishable food and water
- A **First Aid kit** and any required prescription medication
- A bag of sand or salt
- Extra washer fluid
- A **windshield scraper and brush for snow removal**
- **Jumper cables**
- Cell phone and charger

SHOP HIGHLIGHTS

Cab Filter Maintenance

Why is it important to change the cabin air filters?

The trucks have at least 3 cab air filters: fresh air from outside, recirculated cab air, and bunk heater. It is important to be aware of where they are, as it affects the air quality you are breathing. Just like a home furnace filter, they need to be changed regularly. The more plugged, the less air flow and harder the system has to work. If the Defroster is slow, or truck too cold in winter or too hot in summer and your fan is always on the highest setting? It is the first item to check. Air flow loss could be the culprit.

Last week, Dave changed a filter that was black on both sides. It was so plugged, the HVAC system started to suck the entire filter from the housing into the duct, and pulling as hard as Dave had to, the filter came apart. It looked like an accordion once it was out. We felt bad for the driver, as they were not even aware of it. Breathing poor quality air can make you sick – if not most of the time if you suffer from allergies. How can all of you help? It's simple – have an idea of when it was changed last. We keep track of this, but many factors affect how long the filters last. We want you to be safe and healthy!

Roadside Inspection

Congratulations to the following drivers for clean inspections. They received extra \$\$\$!

November:
Chris Deptula

Do a thorough pre/post trip including checking your dates of service and annual inspections. Follow the rules of the road, scale your loads, and follow the rules for hours of service.

Long Idle Cost

So much unnecessary fuel is burned every day from long idling times. To put this in perspective, we will show how many gallons are wasted each month, and how that translates into actual \$\$\$!

November:
of Gallons Burned:
1927

Average Fuel Cost:

\$\$ Wasted:
\$5,781

Watch your idle times! Since it counts toward your monthly bonus, cutting your idling means more money in your pocket!

Terminal Transport

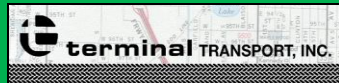
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A Truckload Carrier & Logistics Company

Find us on the Web:
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LinkedIn



Driver Resources



New Locations

#940 Forest City, IA
 806 Hwy 69 N.

#1013 Richfield, WI.
 2900 State Hwy 167

#1017 Anoka, MN.
 617 Buchanan St.

#1025 Estherville, IA
 1724 Central Ave.

#1027 Mason City, IA
 1502 S. Federal Ave.

TOP 6 Deadliest

WINTER DRIVING MISTAKES YOU SHOULD AVOID

1. Driving too fast
2. Failing to clear snow off the car
3. Following others too closely
4. Overcorrecting on ice
5. Not getting your truck ready
6. Driving fatigued



New/ Recent Hires

Glad to have you a part of the Terminal Team!

Pete Eckes

Ben Mike

John McGinnis

Please welcome them aboard!



Keith Jadwinski
 12/26/19

Anniversaries
Kenneth Eastwood
 1 yr.

Thank You for Being a Part of Our Team!



Note: TLC – Driver Referrals

Refer your friends and acquaintances, to TLC.

Every qualified new driver hire you refer earns you \$200. Terminal Transport – referral earns \$500. Put \$\$\$ in your pocket today. Refer a good driver.

Safety Bonus Program – Complete details were mailed with January paycheck

10,500 miles threshold	10,500 miles or more	\$200	Reminder: \$500 Referral Bonus from Terminal
Moving MPG	Determined threshold	\$50	
Long idle	Under 20%	\$50	\$250 Bonus from TLC
HOS compliance	0 violations	\$50	
No citations, accidents,	0 incidents	\$50	