



Terminal Transport January 2021

HAPPY NEW YEAR:

I am sure most of us are glad to see 2020 in the rearview mirror. This past year has definitely been a difficult one for many segments of the economy. Fortunately, our industry has not suffered as the hospitality and restaurant industries have suffered. In visiting with many of our customers, we anticipate another strong year of sales. It is anticipated that interest rates will stay moderately low. Housing demand is still strong so our business, in that related field, will continue to grow and strengthen. We have increased our business opportunities with many of our strongest customers and we are looking for additional capacity to keep up with their increasing demands. Paper demands are still strong as well, and we have more and more opportunities in that industry.

This year, our focus will be to improve efficiencies through lower fuel costs, improving MPG through equipment modifications that lower drag. Many of the trailers now have eco-stingers on them replacing the UT 6 that were on the older model trailers. The eco stinger reduces the drag from the lower body of the trailers, allowing the air to flow more efficiently under the chassis. Less drag, greater economy. We are also testing flow-below on the trailers as well as between the duals of the trailers.

Speed is the greatest detriment to our improving mpg. I have increased the speeds slightly on the trucks to assist drivers in completing trips but if we see a significant reduction in the MPG, the speeds again will be set back. A way for you, the driver, to meet these goals is to use your cruise control as much as possible.

The Six Best Doctors

- | | |
|--------------------|------------|
| 1. Sunlight | 2. Rest |
| 3. Exercise | 4. Diet |
| 5. Self Confidence | 6. Friends |

To all our Customers, Friends and Associates, I wish you all a very Happy and Safe 2021!

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George Spivey

George has been with Terminal for 3 years. When he got his CDL, the first truck he drove was a 1977 Freightliner Cabover pulling a 42' flat bed. He estimates he's close to 4 million career miles. The coolest thing he has ever hauled is NASCAR equipment for engine analysis. He delivered the engines to the pits at the Daytona Track. His advice to younger drivers is, "read the road, watch both ends and be courteous to others. Be cautious of all blind spots. Terminal is the greatest company to work for because of the atmosphere and communication."

CSA

Category	Measure	Percentile
Unsafe Driving	1.4	13%
Crash Indicator	0.32	54%
Hours of Service	0.47	50%
Maintenance	3.15	44%
Controlled Substance	0.00	0%
HAZMAT	2.62	Less than 5 HM placardable vehicle inspections
Driver Fitness	0.00	0%

Incidents of damage in the past month:

Deer Hit bumper damage
\$500

Turned too sharply in truck stop - hit another semi
\$2500

Slid on ice in storm - extensive damage
\$TBD

SAFETY PROGRAMS

A number of the trucks now have camera's installed, and we will be continuing that program. We have updated our People Net Units and still have a few more to go, but it would seem most of the bugs are now gone. Our plan will be to have all the trucks installed with forward facing cameras by this year's end if not sooner. This program is a positive step to try to reduce our insurance liability by having any incident on film and verifiable. Just the other day we filmed a truck that had backed into one of our units at a shipper in Bayport. Fortunately, there was no damage other than a scraped X-guard bumper but had there been significant damage, it would have exonerated the driver and clearly showed the responsible party. This should be a great help in reducing our liability costs. We have had several trucks backed into at Truckstop's, never to find out who caused the damage.

MONTHLY BONUS:

The monthly bonuses which are paid out based on Miles traveled, HOS compliance, MPG, Idle and accidents or incidents, beginning January 1st, 2021 will be paid out 45 days after the end of the month. Currently we have paid out this bonus after 30 days but have found on several occasions we have paid out the bonuses prematurely, finding that a leaving driver has several incidences that we are now liable for. Hopefully this will allow all charges and bills to come in and be processed prior to the bonus be paid. I have no problem paying these bonuses but I do have a problem paying them & getting stuck with the check! I am sure you all understand that scenario.

Six Undeniable Facts of Life

1. Don't educate your children to be rich. Educate them to be happy, so when they grow up they will know the value of things, and not just their price.
2. "Eat your food as your medicines, otherwise you have to eat medicines as your food."
3. The one who loves you will never leave you for another, because, even if there are 100 reasons to give up, he, or she, will find that one reason to hold on.
4. There is a big difference between a human being and being human.
5. You are loved when you are born. You will be loved when you die. In between, only YOU are in charge of your life.
6. If you just want to walk fast, then walk alone. However, if you want to walk far, then walk together.

WINTER WEATHER:

We are unfortunately headed into the winter of 2021 which, so far, has not been too bad. (This might have just jinxed us). Please make sure to install winter fronts if your trucks have them. The newer engines are designed to run hotter and the winter fronts will assist in maintaining those warmer engine temps and may keep your DEF from freezing. If you are carrying extra DEF in your side box, it will freeze, so you should carry one bottle in the cab. Power service is at the Plover shop and should only be used when temps are below zero.

Everyone should have straps, and when you are dropping a loaded trailer, please leave the straps inside if the trailer is sealed. If you have accumulated a large number of straps, more than 6-8, the extra's should be turned to the office. 4-6 should be an adequate amount to have.

It is also a good idea to watch the weather forecast. A trip you would normally take in the summer, may be entirely different in the winter so judge your time accordingly. When in climates that are above freezing, make sure to drain your air tanks of any moisture that may condense in those tanks. This moisture will be passed through the air lines to the trailer brakes and lock the brakes of a trailer in frigid temperatures. But if everyone is draining the tanks, this will minimize the problem. In the event a brake locks up, we have skid strips on the trailers to assist you in making sure the wheels are turning. Make sure you are looking in your review mirrors looking for the strips to be moving! We have had several duals ruined and chargeable to the driver. Call us if there is a problem, as always!

NEW TRUCKS:

We have 6 Penske trucks that we will replace this year upgrading them to 2022 Freightliners. These trucks should be coming in around the 1st week in March and will be replacing older 2015 units coming off lease. The 2022 units will have several new safety features and will be outfitted with new People Net Units, cameras and X-guard bumpers. The drivers in the 2015 trucks will be moving into these newer units as they become available. By the next newsletter, we should have a definite date when they will be coming into the Roseville, Minnesota facility. We have also ordered 3 New Freightliner Cascadia's which will be replacing several 2016 Freightliner's that we are currently operating. Those units have been moved to Plover where they are currently for sale and if not sold will be traded. These trucks are due sometime this early summer. Those are the trucks that we have on order as of now, things may change as the year progresses.

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!

Roadside Inspections

Last Month:

Bad roadsides:

- Defective ABS light on trailer

We had one clean roadside.
Thanks to:

Tim Arneson

Watch the scales in Superior, WI on HWY 2 & 53 and Menomonie, WI We seem to get pulled over in there more often. Make sure you are squared away when entering

Long Idle Cost Last Month:

of Gallons Burned:

2790

Average Fuel Cost:

\$2.40

\$\$ Wasted:

\$6696.00

Terminal's fuel discount **does NOT apply to one9 locations.**

Only Pilot Flying J, Kwik Trip / Kwik Star

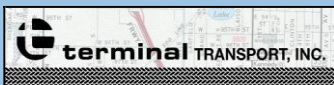
Watch your idle times! Since it counts toward your monthly bonus, cutting your idling means more money in your pocket! This wasted revenue could be going toward wage increases!

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A Truckload Carrier & Logistics
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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, heavy warm boots (time to put away the flip flops), warm coat, gloves and 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. To help keep the trucks running at the proper temps, if it has a winter front, put it on. You know what you may need personally so be prepared.

New/ Recent Hires

Pervis Phillips
Welcome to the team!

*Remember there is a
\$500 Driver Referral*

Birthdays

Michael Riemer – 1/24

Anniversaries

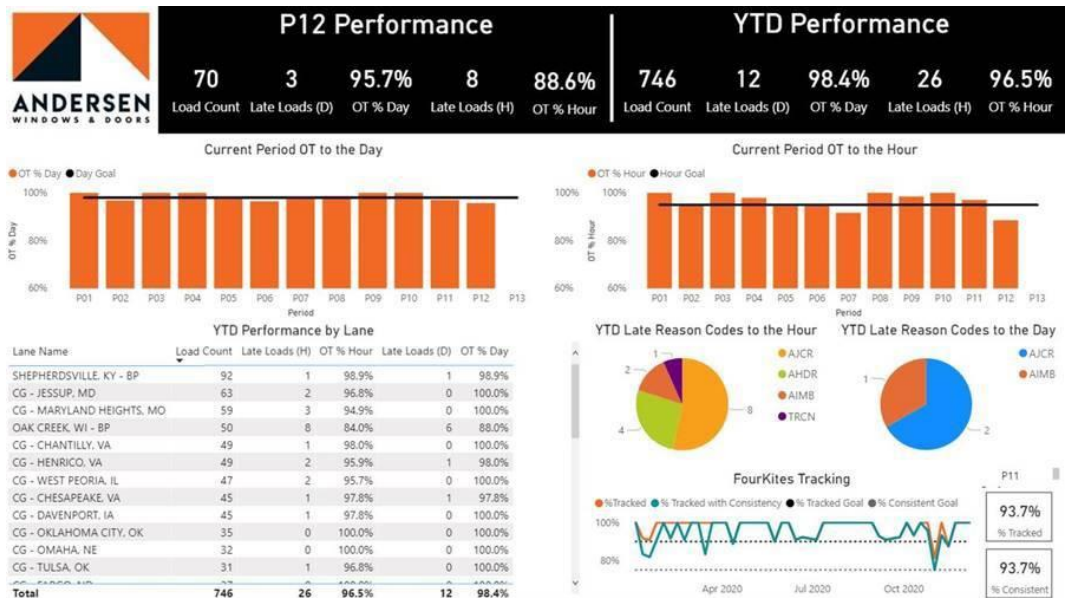
Robert Lentsch – 18 yrs

*Thank You for Being a
Part of Our Team!*

Aetna Vaccine FAQ's

- Members will not be charged for the first or second vaccine
- Members can go to both in-network and out-of-network providers
- Aetna will be charged an administration fee per vaccine – therefore, employees will need to have their Aetna member ID card at the time of the vaccine
- For those employees and dependents who are Uninsured, the Care Act Provider Relief Fund will cover vaccine costs
- Providers (clinics, hospitals...) are not allowed to bill the member for any fees.

Andersen Windows & Doors P12 Scorecard



Safety Bonus Program – Complete details were mailed with January paycheck

10,500 miles threshold	10,500 miles or more	\$200
Moving MPG	Determined threshold	\$50
Long idle	Under 20%	\$50
HOS compliance	0 violations	\$50
No citations, accidents, incidents	0 issues	\$50