



DRIVER CORNER



Aubrey Ray is a great driver for us at Terminal Transport. He's been driving since 1967 and has over 18 million career miles. His most memorable load was a 22-foot-wide bank in the early 80's that sits at the intersection of J and US10 in WI. He was escorted by the state patrol and could only run at night! His advice to other drivers is to think about the other driver when passing. Give at least a semi length before cutting back over and remember you're driving hundreds of thousands of dollars worth of equipment. We're glad to have you, Aubrey!

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A MESSAGE FROM THE OWNER

As we come to the end of this year, I for one, am thankful that it is ending. It has been very trying for all. However, I can't help but reflect on how fast the year went and the decades that preceded it. As the saying goes, "Life is like a roll of toilet paper- the more you use it, the faster it goes!" I appreciate the extra efforts that our driver associates contributed to our customers to assure that their products were getting to their customers. I'm happy we were part of the solution to the supply chain issue and not more of the problem. We would have liked to have supplied more capacity but we were at our limit. We had a successful year and it allowed us to upgrade our equipment bringing on 7 new tractors and 20 new trailers. In upgrading this equipment, we hope to improve our efficiencies, reduce downtime, and increase driver satisfaction and performance.

Our goals in 2022 will be to continue to improve in performance and safety. Fuel costs are on the rise as is insurance and parts costs. New equipment can reduce operating expenses in several areas. We have a minimal amount of new equipment ordered for 2022 but will make adjustments based on the state of the economy.

I would like to take this opportunity to wish everyone a very Merry Christmas, Happy Holidays and Very Happy & Healthy New Year!

401(k) PROGRAM

We are happy to announce that we have set up a 401(k) program through Edwards Jones in St. Paul, MN. A memo was sent out at the end of November by mail and email to announce this program and give you the contact's name and number. For those of you that are interested please advise Michelle and she will pass the list onto Eric Samshal at Edward Jones. Eric will then reach out to you to discuss your interest. Terminal Transport, Inc. will be bearing the account costs. If there are specific individual accounting or reporting costs they will be borne by the owner of the account. These will be individual accounts that you can maintain whether you are with Terminal Transport or not. The obvious difference would be should you leave, we will no longer contribute to the account.



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2982 Cleveland Ave N
Roseville, MN 55113
(651) 407-6200

**CSA SCORES**

Category	Measure	Percentile
Unsafe Driving	1.16	9%
Crash Indicator	0.48	86%
Hours of Service	0.7	62%
Maintenance	3.31	47%
Controlled Substance	0.00	0%
HAZMAT	2	< 5 HM placardable vehicle inspections
Driver Fitness	0.00	0%

**Incidents of damage in the past month:**

Another carrier hit parked tractor knocking off mirror and cosmetic damage - Claim \$2500

**Thank you!**

**Safety Bonus Program**

10,500 miles	10,500+ miles	\$200
11,500 miles	11,500+ miles	\$200
Moving MPG	Determined threshold	\$50
Long idle %	Under 20%	\$50
HOS compliance	0 violations	\$50
No citations, accidents, incidents	0 issues	\$50
<b>\$600 monthly! \$7200 yearly!!!</b>		

**DOT AUDIT**

We recently underwent our first DOT audit in 10 years triggered in part by time but also our CSA (Compliance, Safety, and Accountability) scores. These scores are always listed on this page of the newsletter. Our Crash Indicator and Hours of Service scores have been high.

As expected, we passed and kept our Satisfactory Safety Rating. Concerns produced by the audit revolved around Personal Conveyance and medical card synchronization with your CDL. Personal Conveyance should be used sparingly at the very most. Planning is essential to make sure you are in a safe haven prior to your end of duty status. It should not be used to get you to your final destination because you ran out of hours. Our average length of haul is about 550 miles which should allow you the time to get to or close to your destination without using personal conveyance. If you have questions on when PC is acceptable, please contact David. To continue to improve we'll also be focusing on hours of service and ELD form and manner. This is a chance to retrain drivers how to properly use the PeopleNet ELDs. Don't be surprised if you get routed into the office to brush up on your skills.

Your medical card must be self-certified to your CDL by contacting the state of license issuance. Best practice is to visit the DMV and get it done directly. Do not rely on the state to reply to your email / fax / phone calls. When requesting home time make sure you plan ahead for enough time to accomplish this. You have 10 days from the time you take your physical to get it registered with the state of issuance before your license is downgraded. It is your responsibility to make sure this is done! IT IS YOUR LICENSES AND LIVELIHOOD! We will be monitoring your licenses with the state through our insurance agent. If you receive a notice from the state that this has not been accomplished it is imperative, we are notified.

Collectively, we did a great job and have worked to correct the few violations. Thanks for your continued support on getting what we need to remain in compliance.

**DETENTION PAY**

If you are detained by shipper or receiver, you must get times in and out on bills! If you want to get paid, we need documentation of your detention!



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## GET WELL SOON

We are wishing our best for Gatorman George on his triple bypass surgery. He had surgery November 29<sup>th</sup> and was up and taking nourishment on Nov 30<sup>th</sup>. He says hello to all!

Russell Johnson will be competing in the limbo contest with his new hip soon! We wish him a speedy recovery as well!

## SAFETY POINTERS

Watch the bridge decks this time of year. As temps drop bridge decks can look dry but in fact are iced over. The warm concrete or black top does not have the warm ground to keep it from freezing but rather has cold air from underneath. The condensation on the surface quickly freezes and can cause “black” ice. Make sure you are not on the accelerator or in cruise in this situation. Slow down when approaching the bridge, no matter what the time. An ounce of prevention can be worth thousands of dollars in wrecked equipment AND YOUR SAFETY!

Watch the winds as well. Early winter and spring winds can be extreme! We had a truck & trailer blown over last spring in SD due to high winds. In a high wind situation, increasing your speed increases your lift, so

**SLOW DOWN OR PULL OVER!** If you chose to pull over, advise dispatch so that we can change your schedule if required.

## PAPERWORK

There are a number of drivers that consistently fail to turn in their paperwork with 24 hours. Paperwork needs to be turned in within 24 hours of delivering the load – ideally sooner. We can’t get paid (and can’t pay you) until we have this paperwork! Additionally, if you don’t send it in you could be holding up someone else’s pay. Please send in paperwork as soon as you can do so.

Only the driver delivering the load sends in delivery receipt. If you are dropping for someone else to pick up, your paperwork goes in the manifest box and is sent in at the end.

**All paperwork must have the (correct) trip number written clearly on it before you Transflo it.**

When you Transflo, send the Delivery Receipt followed by the BOL, and lastly any reimbursements, etc.

## PEOPLENET ISSUES

Drivers need to certify their logs daily. Unfortunately, PeopleNet has a known issue where some logs certified from an in-truck tablet will not show as certified in the system. If so, you will be notified and asked to recertify using the online portal (<https://compliance.fleethealth.io/eFleetSuite/Login.aspx>) our company ID is 4967. Please have patience as we wait for a fix to this issue, and please continue to certify your logs daily. To avoid this issue, you can certify all logs online.

## ROADSIDE INSPECTIONS

### LAST MONTH:

One bad roadside:

- No DOT reflective tape on tractor

We had one clean roadsides last month – **Wayne Olson** for the clean roadside with zero violations.

### Long Idle Cost Last month:

*# of Gallons Burned: 1143*

*Average Fuel Cost: \$3*

*\$\$ Wasted: \$3429*

This is over \$100 per driver being wasted! This money could be going in your pocket instead. Find ways to reduce your idle times!

**RECENT HIRES**

Marlon Myles

*Remember there is \$700 in Driver Referral Bonuses!*

*\$200 after 90 days and \$500 after 6 months!*

**BIRTHDAYS & ANNIVERSARIES**

Kenneth Eastwood – 3 years  
*Thank You for Being a Part of Our Team!*

**WINTER READINESS**

It is that time of year to have boxed DEF and fuel additives in your trucks and to make sure your trucks are plugged in. If you don't have an extension cord for your truck, let the office know. We have cords for trucks.

All drivers who run Penske trucks – they are to be parked at Penske lots.

If anyone has bunk heater issues, **let dispatch know about it!** They will work to get you into a shop.

Make sure you have winter supplies in your truck. You need to be prepared in the

event of an emergency with warm clothing – hats, gloves, boots, etc.

**OPERATION CHRISTMAS CHILD**

Every year for the last 26 years we have done a charity run down to Paintsville, KY, for the less fortunate. Paintsville is in a part of Kentucky that has been abandoned by coal and swallowed by drugs. We spot our trailer in Randolph, MN for 3 weeks allowing the churches and communities to fill the trailer up. Olive and John Hupf who reside in Randolph help organize this. A huge thank you to them- and also our driver, Pervis Phillips, for making this run for us!

