



# Terminal Transport September 2022

## DRIVER APPRECIATION WEEK

Driver appreciation week is September 11-17, 2022.

Nearly every aspect of daily life is made possible by the 3.6 million professional men and women (you included) that deliver the goods and resources people need.

We want to thank all of our associates for the good work that you do to keep this company moving forward. As a token of our appreciation, all drivers are getting zip up sweatshirts and a \$25 credit will be added to your fuel for lunch or dinner on the company. Sweatshirts will be available 9-12-22 Next time you are through the office, make sure to get yours.

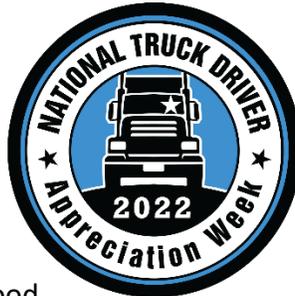
You all keep this country moving by delivering goods safely, securely, and on time while keeping our highways safe. We want to offer a sincere thank you to all of our drivers!

Our network fuel provider – Pilot Flying J – also has driver appreciation events going on all month long. Pro drivers such as yourselves can get free drinks all month long through the myRewards™ Plus app weekly.

## CONGRATULATIONS

**David Lewandowski** (CDS) is now a Certified Director of Safety through the North American Transportation Management Institute (NATMI). Candidates must serve as full-time administrators demonstrating their capability of handling a position which involves establishing programs and policies, setting standards, developing materials, and providing leadership to achieve the goals set. They must provide performance data correlating to the years of experience required. He has worked toward completing this throughout his 9 years of safety experience. Congratulations to David on a job well done! Your efforts do not go unnoticed.

**Mark Neumeister** is a new home owner! Congratulations on buying your house, Mark!



## DRIVER CORNER



**David (Rambo) Corey** started driving in 2012 and prior to that he was a mechanic. In that time, he's hauled all kinds of interesting things including loads for Walmart, Costco, Cabela's and Coors. His advice to other drivers is to be safe. You are the captain of your ship so don't do anything you're not comfortable doing. On his home time he likes to drag race and build cars. When the weather is nice, he likes to ride his Harley. He raises chickens, ducks, turkeys and goats on his farm in New Mexico. Thank you for your hard work, Rambo.

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### CSA SCORES

Category	Measure	Percentile
Unsafe Driving	1.86	18%
Crash Indicator	0.28	47%
Hours of Service	0.40	41%
Maintenance	3.13	43%
Controlled Substance	0	0%
HAZMAT	1	< 5 HM placardable vehicle inspections
Driver Fitness	0.00	0%

#### Incidents of damage in the past month – 1

Reckless Driving causing Roll-over - \$100,000 plus

#### 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 25%	\$100
HOS compliance	0 violations	\$50
No citations, accidents, incidents	0 issues	\$50
<b>\$650 monthly! \$7800 yearly!!!</b>		

### TRUEFUEL

Beginning on **September 1**, our company will be going live with Vnomics' True Fuel®. We have made this decision to add this software to our eligible systems to help reduce our fuel consumption because of the consistently and rapidly increasing price of fuel.

This software will be programed to each eligible truck's drivetrain and assist you in learning the fuel-efficient operation of each truck in our fleet to reduce fuel consumption. Some additional benefits we expect to see include reduced wear and tear, increased safety and enhanced fuel analytics to aid in operational and business decision making. True Fuel will audibly coach drivers in real time if/when the fuel-efficient operating range/parameters for that truck have been exceeded – The goal is to not hear any coaching tones.

All drivers in compatible trucks are expected to participate in this new process. We will implement a secondary coaching process for those who ask for it and those who have the biggest opportunity for improvement. We plan to reinvest the money saved through the program by adding it to our current driver incentive program.

If you are in a compatible truck, Nick has already talked to you in more detail on how True Fuel works, but please reach out to him if you have any additional questions.



### NOTE FROM SAFETY

Due to the recent roll-over accident. Our CSA score will soon increase. This is a bad thing. Terminal will be under a microscope until our CSA score improves. Prepare for more DOT roadside inspections and expect to be inspected.

Make sure you are completing a pre and post trip inspection and reporting any deficiencies so we can get them repaired before it becomes a problem.

Trip planning is critical. If you are crossing state scales plan extra time to be inspected.

Accidents impact the company in many different ways. For example, customers choosing Terminal or not based on the scores.

Safety is a collective effort - Thank you to the drivers who have been safe. To the ones that need improvement – please be aware of how your actions impact all your fellow drivers.

## EXCESSIVE IDLING

In an additional effort to reduce our fuel consumption, we are modifying the monthly bonus program. **Drivers who keep their long idle percentage under 25% (previously 20%) will earn a \$100 (previously \$50) bonus.** As we enter fall, temperatures throughout the country are more temperate. If you can sleep comfortably – please don't idle the truck.

Trucks burn around 1 gallon every hour that they idle cutting into our bottom line and increasing engine wear. Our fleet burns between \$10,000 and \$15,000 every month on long idle waste. We spent \$15,533 as a company last month on long idle fuel burn.

Some drivers believe keeping the truck on reduces engine wear and tear. This is no longer the case. Advances in modern trucks – high efficiency starters and high-quality engine design - mean that the trucks do not need to “stay warm”. Excessive idling increases maintenance costs far more than any costs associated with turning the engine on and off.

Additionally, restarting your engine doesn't burn more fuel than idling. **Just ten seconds of idling wastes more fuel than restarting your engine.** If you are stopped and don't need to idle the engine – DON'T! Bad habits like letting the truck idle while at a truck stop, shipper, or receiver can and should be changed. If you can sleep comfortably without the truck idling, please do.

**Thank you for doing your part to improve our fleet's efficiency.**

## RETIREMENT 401(K)

Senior Citizens Research Councils finds that although Social Security income has increased over 60% in the last 20 years. However, we have seen in the past year inflation has come back in a vengeance. The CPI has increased over 130% making Social Security insufficient to rely on solely in your retirement.

This year, Terminal Transport established a 401K through Edward Jones which can be your individual retirement account that you are able to direct. Contributing to your workplace 401(k) is one of the best investment decisions you can make. We strongly encourage all our driver associates to participate in this program. Terminal may make a contribution to these accounts at year end. Regardless, this is a wonderful instrument to save for your retirement. You'll be taking advantage of dollar-cost averaging, tax-deferred growth, and a possible company contribution. See what happens when you contribute to your own 401(k).

Let's say your bi-weekly gross pay is \$3,000.00 and you have decided to contribute 7% to your 401(k)-retirement fund per paycheck. Assuming you are in the 22% Federal income tax rate and for this example we are not taking into effect any state income taxes for simplicity – you would deposit \$210 into your retirement account.

The resulting tax deferred, retirement savings on this paycheck will be:

## ROADSIDE INSPECTIONS

### LAST MONTH:

One bad roadside

Overweight on Tandems – Did not scale load

We had four clean roadsides last month. Thanks to **Tamrat Barisso, Lewis Lync, and Rick Lindstrom.**

### One Citation:

Overweight on scale – make sure to scale your loads

### Long Idle Cost Last month:

*# of Gallons Burned: 2845*

*Average Fuel Cost: \$5.46*

**\$\$ Wasted:**

**\$15,533**

This is **over \$535 per driver.** Do your best to reduce your idle times.

**RECENT HIRES**

David Martinez  
Kenneth Rossberg  
Kevin Cook

**BIRTHDAYS & ANNIVERSARIES**

Tim Arneson – 25<sup>th</sup>  
Tom Stone – 29<sup>th</sup>  
Clint Mooney – 30<sup>th</sup>

Mark Neumeister – 1 year  
Tim Arneson – 2 years  
David Lewandowski – 4 years  
Greg Crawford – 6 years

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

- Your retirement account will have an additional \$210.00
- Your take home pay will only decrease by \$164
- The \$46 that would normally go to taxes stays in your retirement account.

A 401(k) provides two important advantages for creating a secure retirement. First, all contributions and earnings are tax-deferred meaning you pay taxes only on contributions and earnings when the money is withdrawn.

We know that to many of you, retirement seems a long way away, but in no time it will be here. The longer your funds can compound taking advantage exponential growth, the more impactful they will be in your retirement. The best time to start was ten years ago, the second-best time is today.

For those of you have not contacted Edwards Jones, please do this as soon as possible. If you have any questions, please reach out to Judy or Brent. Please call Nick and let him know that you read this to be entered in a drawing for a fifty-dollar gift card.

**PROFESSIONALISM**

“Professional/ Professionally” – The dictionary defines “Professional or the adverb Professionally” as “someone engaged in or worthy of high standards, a person who does something with great skill”. On all our truck doors, we have the words stenciled “Professionally Driven”. You look at that or should see it every time you open the door to the truck. I have it there to remind you that you are a professional and that the standard that I expect you to hold is of high standard. This does not mean that you do one or two things with great skill but in fact you do everything while operating that vehicle with a skill and degree that is above the average. We do not strive for mediocrity but to be the best at what we do. We provide you with the best equipment on the road and the latest in technical equipment to help and assist you in doing your job on the road. Take that extra minute to look or walk around a new consignee to make sure you are not going to hit anything when entering the receiving area or backing into the dock. Park away from traffic, if possible, to avoid being hit. Do your best every day!

**SIRIUS XM**

Terminal Transport is happy to now offer Sirius XM Satellite radio as an added benefit to our professional drivers who are putting in hard work each and every day.

A message was sent in mid-August asking for radio ID's to activate satellite radio on the trucks. If you sent in your radio ID, Sirius XM should be active on your truck already. If you want to get Sirius XM activated on your truck and you have not yet sent in your Radio ID, please follow these instructions.

1. Set the radio source to SXM1
2. Set channel to CH 0 by pushing next or prev button
3. The radio ID number should appear - it is 8 characters or 12 digits long
4. Send your Radio ID to Nick