

Terminal Transport March 2023

SURVEY RESULTS

Recently, we put out a survey to all drivers. We appreciate that many of you completed this. Honest feedback is very helpful for us moving forward. We need to know what we are doing right, wrong, and how we can improve. I would like to utilize this space to address some of the issues brought up on the survey.



Several had questions about the 401k plan which I hope are answered in the next section. Even if you have another financial account there is nothing that says you can't have another – this is one of the only ways to make pretax contributions to your retirement. Take the time to call Eric at Edward Jones to discuss. His number is 651-224-0367 and email is eric.samshal@edwardjones.com

Some of the amenities we are putting in the newer trucks are upgraded the mattresses and electric APU's.

The governed speed is set for safety and fuel economy. We have increased our deductible this year and maintaining safe, controllable speeds are part of our risk management. It is important to continue to improve our fleet MPG to remain competitive in our industry. The money we save on fuel can be used to improve our equipment and to make contributions to 401k plans.

Many of you would like to hear from operations or office staff more often, and we will gladly do that. Thank you for that request. Next week we will be having our first virtual monthly company meeting – more to follow on that later in the newsletter.

Many of you have requested a greater variety of freight lanes. We are working on that and hope to attract some additional lane from PCA in Bedford Park to other areas in the South. However, we like to go where we have balance so it is a slower process than people would like. More drivers would help with adding other areas so anything you can do in that area, would be beneficial to all. Again, thank you of your feedback. We will continue to improve!

Driver Corner



Congratulations to **Chris Deptula** for winning Terminal Transport's 2022 Safety Performance Achievement Award. This is Terminal's top annual safety award and comes with a \$1000 prize.

When he's not on the road, Chris enjoys hanging out with his family. He's a pro at hauling all kinds of stuff, including one section of a two-story modular house that was part of a 4-truck convoy. Chris' advice to other drivers is to stay aware of your surroundings and know your equipment. Thanks, Chris, for your dedication to safety and outstanding performance!

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Our liability deductible is now higher – more accidents mean less money for bonuses, new equipment and raises. Drive carefully!

CSA SCORES

Category	Measure	Percentile
Unsafe Driving	2.17	21%
Crash Indicator	0.35	58%
Hours of Service	0.55	49%
Maintenance	3.29	44%
Controlled Substance	0.08	10%
HAZMAT	7.20	< 5 HM placardable vehicle inspections 80%
Driver Fitness	0.00	0%

Incidents of damage in the past month

Lost control in bad weather – CMV hit median - \$TBD

Be extra cautious driving in inclement weather!

401(k) PLAN

We appreciate the participation that we have received with the implementation of our 401(k) plan with Edwards Jones. Remember, this is your plan, for your future. You control it, not the company. You control what type of funds you



are invested in, and if you leave the company, you can take the account with you. Thanks to the customers who appreciate the work you’ve done; Terminal Transport has been able to make a matching contribution to a portion of the funds that have been deposited. **Those who made contributions to their personal account received a 50% match.** If a driver deposited \$1000 into their account, the company made a \$500 contribution. **We hope that if you are not participating in this plan that you will reconsider.** You can enter the plan at any time – contact Nick at the office and he will get you what you need.

This is not a plan you have to wait to be vested in, so the funds deposited are yours upon retirement or if you leave Terminal Transport you can continue or move it to another investment company if you chose.

SCHEDULING VACATIONS & APPOINTMENTS

We have a lot of new drivers and would like to remind everyone new and old of vacation and time off request processes. We would appreciate it if you would try to plan your doctor/dentist appt, family reunion, anniversary, etc. to be around the time you take your vacation so we can minimize the number of drivers off and do not jeopardize our customers operations. We have many drivers that put in for vacation at a certain time and we try to accommodate everyone’s schedule but can’t have 30% of our drivers off at one time. So, when vacations are approved



and then people come in needing additional time off for the above, it is difficult to manage our business. We will be looking harder at that going forward. So, my advice is to plan ahead. This is also a reminder that when looking into 2023, if there is a conflict in vacations with other drivers, seniority will take precedence. The earlier you can plan the more efficient we can plan our schedules. We appreciate everyone’s cooperation in this matter.

MAJOR MEDICAL BCBS

We have reviewed our major medical benefits package and have elected to renew with Blue Cross/ Blue Shield. Those of you who are enrolled will not have to complete an enrollment form and those of you who are interested in enrollment must contact Michelle. Enrollment must be received prior to the May 1st enrollment date. There will be a slight increase in the policy premiums we are offering but there are 3 plans to choose from, all with varying premiums. The company pays 50% of your premium, but spouses and dependents are not subsidized by the company. We have elected to stay with Blue Cross based on its area coverage & the number of health care providers that are in the plan. Any questions, please contact Michelle as early as possible. This is something that you should not wait until the last minute to act on.



COMPANY POLICY CLARIFICATIONS

Terminals truck costs and revenue are based on drivers turning 10,500 miles a month. This puts money in your pocket and covers the business operating expenses. If your truck is not working, our expenses do not stop - bills still need to be paid. Our expectation is that each driver will run 10,500 monthly. This is roughly 500 miles a day 5 days a week. You will exceed those miles if you work weekends. Drivers who are hitting their mileage targets will be rewarded with newer equipment as it becomes available. If you are consistently not hitting mileage/wanting to be home, we will look to move you into an older truck.

All miles paid are zip code to zip code miles which is the industry standard. It's not all miles traveled. For example, if you have a drop in Memphis and a pickup in Memphis, you do not get the 20 miles difference between loads because it's in the same city/zip code. If there are special circumstances for long detours such as bridges out etc. you need to send that into to dispatch so it can be approved and miles / time added into your paycheck.

If the office doesn't know directly from you that you are detained, we cannot get compensation from the shipper/broker. **We need all times in and out on bills of lading** in order for that to be billed back.

Reminder that if you drop a load for another driver to deliver, you are not paid until the load is delivered. This is a byproduct of the way loads are billed to customers. We can't pay you through the system until a load is complete and billed. If you are not paid for it on one check, it will be on the next check!

ROADSIDE INSPECTIONS

LAST MONTH:

1 bad roadside

- ABS light -ABS are easy violation for the DOT to write, if you have an ABS light on contact dispatch to get it repaired.

1 good roadside

- Corbett Charpentier

The state received federal money to step up enforcement.

Be especially careful at Fargo Morehead, Saginaw and WI Superior scale.

These are the scales we have had the most issues with so before going over a scale make sure you have completed your pre trip inspection and report defects to get repaired before they become an issue at the scale.

CITATIONS:

None last month

Long Idle Cost February

Of Gallons Burned: 2833

Average Fuel Cost: \$4.29

\$ Wasted: \$12,153

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



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RECENT HIRES

Zayd Mohammed

BIRTHDAYS

Mark Neumeister – 3rd

Ivan Beckman– 9th

Kevin Cook – 21st

Jeff Bach – 30th



ANNIVERSARIES

Ben Mike – 6 years

Joanna Carney – 1 year

Thank you for being a part of our team!

MONTHLY VIRTUAL COMPANY MEETING

One driver suggested in the survey that we have a monthly meeting where drivers and office staff can talk about issues, share notes on shippers/receivers and other news. We think this is a great idea, so we will be having our first meeting on Tuesday March 7th at 12 PM central time. Obviously, we can't get all of you drivers into the office at one time, so we will be doing it via Facebook live.



We will go live on the Terminal Transport

Driver's Facebook group page which can be found here: <https://www.facebook.com/groups/terminaltransportdrivers>

There will be no video to watch just a still image on the screen. We don't want anyone tempted to watch it and drive, so it will be more like a conference call.

Unfortunately, we know not everyone will be able to attend our virtual meeting at that time. We will record the conversation and save it so it can be viewed later.

You will be able to access the meeting without a Facebook account, but your functionality may be limited. You should be able to access the video at this link: https://www.facebook.com/trmnltransport/live_videos/ and it should be available on our website as well, www.trmnl.com.

This will be the first time we do this, so there are sure to be some kinks to work out. We will work through them together, please have patience.

If there are any issues you want to address or comments you want to make, please share them ahead of time so we can be sure to get to them on Tuesday. You'll be able interact during the event, but the more we can prepare for, the better!

LAST MONTH'S WINNER

Last month, I included a note to message me if you read the newsletter and you would be entered to win a \$50 gift card. Only 3 drivers messaged me. Congratulations to **Rob Hazen** – he will get a \$50 gift card.

Please take the time to read the newsletter. We share information that is important

