



**MERRY CHRISTMAS AND HAPPY NEW YEAR**

As the year closes, I want to thank all our driver associates for their hard work and dedication to our customers and the company. As I have traveled to our consignee sites, I continually hear how professional our drivers are and what a great representation they make for the company and our customers. In fact, many of our consignees will reach out to the drivers to get information on their inbound loads as frequently as they contact operations. The confidence they show in us is overwhelming. This has to do with the communication you have with us and we have with our customers.

This is not accomplished in a week or month but in the years that we have been serving these customers and their reliance on our service. So, congratulations to all of you. I would also like to wish you all a very Merry Christmas and a Happy and Healthy New Year. Please make 2024 as safe as 2023 was.

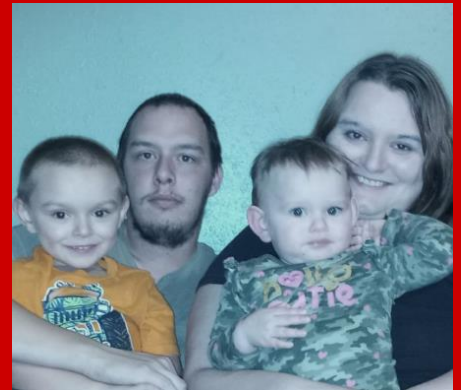
**SERVICE CENTER**

We are looking to use the facility in Plover more extensively for service and light maintenance. You may be directed there from time to time this next year for full service and minor repairs. If you are nearing a service level, advise dispatch so you can be routed through Plover in a timely fashion to get items completed. We will have another road truck available there so you can continue with your delivery while the truck is in for service. We also have eco stingers at the shop that we will be installing on trailers. If you are empty in the area, you may be directed there to switch trailers so that the eco-stinger can be installed. Our costs there are substantially less than on the road or at the dealers.

**TIRES**

I will be prebuying some tires from Pomp’s prior to the end of the year. These tires will be changed out most likely at Cottage Grove, on trailers spotted there. The tires will be coming into the Pomp’s shop at Newport. They are checking our trailers every Thursdays to assure the tires especially are ready to go to Andersen’s distributors without incident. We have noticed a high number of trailers where the tires are flat or pulled from the rim. Since we have had Pomp’s inspecting, a significant

**Driver Corner**



**James Curl** is this month’s featured driver. He’s from New London, IA. He got his CDL 7 years ago and has driven for 5 years - 4 of which he was a trainer. He’s been with Terminal since July 5th of this year. When he’s not driving, he likes to hunt, fish, and play games. He’s been married for 3 years this month and has 2 kids – one boy and one girl. His words of wisdom are ake sure to build a support group of family and friends. We’re glad to have you, James!

**Contents**

MERRY CHRISTMAS AND HAPPY NEW YEAR .....1  
 SERVICE CENTER .....1  
 TIRES .....1  
 CSA SCORES.....2  
 NEW EQUIPMENT .....2  
 NEW CAMERAS .....2  
 401k .....3  
 WINTER READINESS .....3  
 ROADSIDE INSPECTIONS .....3  
 RECENT HIRES .....4  
 BIRTHDAYS .....4  
 ANNIVERSARIES .....4  
 CHARITY RUN .....4

### CSA SCORES

Category	Percentile
Unsafe Driving	69%
Crash Indicator	16% ↓
Hours of Service	63% ↓
Maintenance	46% ↑
Controlled Substance	21% ↓
HAZMAT	< 5 HM placardable vehicle inspections
Driver Fitness	0%

Note: Unsafe Driving is at the intervention level.

#### Incidents last month

One Non-preventable collision: A semi merged into one of our trucks. No injuries. Cost TBD

decline in tire failures has been reported. Being proactive in this situation has reduced downtime on the road for our driver associates and eliminated delays to Andersen’s consignees. We would hope that drivers dropping trailers there are doing the necessary post trip, assuring there are no issues with the trailers dropped.

### NEW EQUIPMENT

As I expressed in an earlier edition of the newsletter, we cut back on the purchase of new equipment this year. Prices for new trucks and new trailers had skyrocketed during the Covid shutdown and prices have not returned to



previous levels. The current market prices do not justify the high costs of the equipment even weighed against any efficiencies we may gain. We did buy 3 new trucks this year, but that order was cut in half from previous plans. Pictured is one of the new trucks that was purchased. Several trucks were sold at auction due to lessening market demand. We increased the number of operated trucks, but only slightly. If demand rebounds this year, we will go into the auction market as there seems to be a plethora of trucks available to us there.

We still have a few trucks open, and Mary is working hard to fill those. If you know of anyone that would like to drive for us, please give them Mary’s number (651-414-6062). There is a referral bonus available to you should that individual sign on.

### NEW CAMERAS

We will be switching our camera provider to Samsara. The units are in stock, and we will be installing them as we are able. We plan to get all units switched over by the end of the year.

Samsara’s cameras offer a number of benefits over the current PeopleNet cameras.

- The video quality is much higher – this should help to exonerate you in the event of any incidents and accidents on the road, it can help to identify other equipment involved.
- Uniformity across the fleet – Samsara’s cameras rely on AI for event detection not the truck sensors which some of our units are currently tied to. This will provide fair comparisons in terms of events such as following distance, collision avoidance, speeding, etc.
- Sharing feedback – the Samsara driver app allows us to share videos with you, the driver, so you can see what we are talking about when we reference a coaching opportunity.

- Enhanced tracking – Samsara allows live tracking that we can share with brokers. This will help reduce fines for failure to use the medley of tracking apps.
- Better user interface – the mobile application offered by Samsara is more up to date and user friendly than what PeopleNet offers.

After all cameras are installed, we will be trialing the ELD functionality that they offer. We will need honest feedback from the drivers selected for the trial as we determine if the integration between our dispatching software and Samsara is seamless. If we do move to Samsara ELD, I believe we will have fewer headaches and drivers will be happier with the in-cab experience.

Please reach out to Nick with any questions or comments about the new cameras or ELD.

### 401k

The 401k program that we started several years ago seems to have been successful. Many of our driver associates are now participating in the program through Edward Jones. However, many still are not. It is never too late to start, and I would strongly urge you all to participate. Retirement can be upon you soon and failing to plan is planning to fail. This is your plan that you start. There is no vesting to qualify. If you have any questions, please contact Nick. The deposit can be made as a payroll deduction reducing the amount of your income that is taxed.

### WINTER READINESS

As winter approaches, ensuring the safety and preparedness of our OTR truck drivers is our top priority. Here are a few essential tips to help you navigate the challenges that winter weather brings:

1. **Weather Updates:** Stay informed about weather conditions along your route. Use reliable weather apps or check with local authorities to anticipate any potential challenges such as snowstorms, icy roads, or low visibility. Slow down, watch for ice especially on bridge decks.
2. **Winter Supplies:** Pack an emergency kit that includes essentials like extra blankets, warm clothing, non-perishable food, and water. Don't forget to have a supply of windshield washer fluid designed for freezing temperatures.
3. **Communication is Key:** Stay in touch with your dispatcher and fellow drivers. Share updates on road conditions and be aware of any advisories or warnings. A strong communication network ensures that help is available when needed.

### ROADSIDE INSPECTIONS

#### LAST MONTH:

4 clean roadsides

Thanks to:

**Robert Knutson**

**Russ Johnson**

**Xavier Bails**

**George Spivey**

#### Long Idle Cost Month

# Of Gallons Burned: 1530 

Average Fuel Cost: \$4.51 

**\$ Wasted: \$6900.30** 

#### *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 every month!</b>		

**RECENT HIRES**

Adonais Savoy

**BIRTHDAYS**

James Curl – 12/22



**ANNIVERSARIES**

Kenneth Eastwood

*Thank you for being a part of our team!*



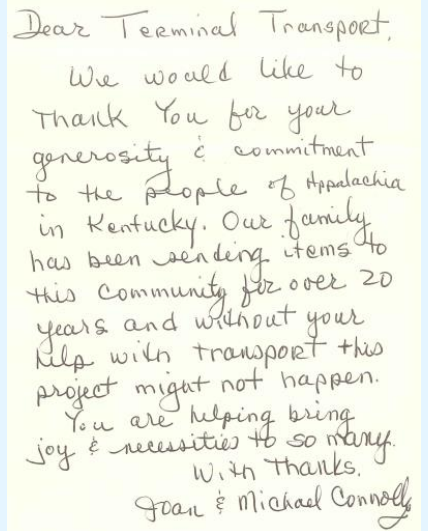
4. **Rest Breaks:** Winter driving can be demanding. Ensure you're well-rested before embarking on a journey and take regular breaks to stay alert. Fatigue is a significant factor in winter accidents.

5. **Fuel Management:** Keep your fuel tank at least half full to prevent fuel lines from freezing. Plan your fuel stops strategically, considering the availability of services in winter conditions.

Remember, your safety is paramount. By taking these precautions and staying vigilant, you're not only protecting yourself but also contributing to the safety of the entire trucking community.

**CHARITY RUN**

We completed our annual charity run to Kentucky bringing joy and necessities to many. Thank you to Greg Crawford for making the trip. We received the thank you card to the right. Merry Christmas to all!



**TOP DRIVERS**

UNIT	DISPATCH MILES
410293	12458
338062	11573
373236	11232
341098	11208
1905	11207
2307	10588
2400	10374
2202	10232
2204	9974
2305	9764
410294	9733
373235	9635
1913	9557
204	9312
2208	9083
2200	9074
2301	8555
410296	8516
1911	8331
341100	7940
338065	7754
1909	7703
188	7229
338748	6332
2206	6104
410297	4713
2303	15760 TEAM

Vehicle	Moving MPG
2206	8.33
2208	8.27
2303	8.2
2200	8.19
1909	8.07
2305	8.03
1913	7.98
1905	7.94
410294	7.81
2204	7.75
2400	7.73
2202	7.71
2301	7.69
373235	7.65
204	7.65
2307	7.59
341100	7.59
373236	7.54
338065	7.51
188	7.47
410296	7.46
1911	7.37
338062	7.27
410297	7.2
341098	7.14
410293	7.03

UNIT	Long Idle %
2206	2%
2301	2%
341100	3%
2400	4%
2303	4%
2208	6%
2307	7%
373236	8%
1905	9%
341098	10%
1913	10%
410297	12%
2305	12%
1911	15%
188	15%
410294	22%
2202	23%
1909	24%
2204	27%
2200	31%
204	39%
410296	40%
338062	55%
410293	55%
373235	56%
338065	59%