

Terminal Transport January 2023

LOOKING BACK ON 2023

Well, here we are! Another New Year ahead of us. I hope everyone had a very Merry Christmas and a Happy & Safe New Year. Just a couple of housekeeping things, there is still time to make your 401K contributions for 2023. Another thing to think about is how fast last year went and I believe 2024 will seem to go even faster!!! Never too late to start thinking about retirement and how you can start saving for that today!

I would like to thank you and our customers for the support that they gave us in 2023 and we look forward to serving them again this year. Looking ahead to 2024 I am sure we will have some challenges and I will do my best to try to keep everyone up to date on how the economy and the industry is doing. Inflation seems to be moderating but not eliminated and costs are still significantly higher than they were several years ago. New prices on trailers seem to be coming down but new truck prices are still very high. We will be looking at updating some equipment this year but are not sure when and what. The plan is to sell some of our older trailers and replace them. Stay tuned.

We now have 3 good months of winter driving ahead. Please drive carefully. With snow, ice, and fog on the roadways, decrease your speeds and increase your following distances. Speed is the #1 reason for winter related accidents.

We had a very successful safety year, and we would like that to continue. I appreciate all that everyone has done, but we are starting anew so I hope your attention on safety continues into and through 2024. Remember, **SAFETY IS NO ACCIDENT!**

NEW CAMERAS

We have placed them in more than half the fleet, and they seem to be paying dividends already. We hope to have them in all the trucks by the end of January. The driver's feedback has been helpful on these models and the clarity is amazing. This has been very helpful to many drivers and to our dispatch in assisting drivers in getting into various locations. The clarity and accuracy of the cameras has improved our vision and hopefully will be able to give us greater assistance in determining damages. This has been a project of Nick, and we hope the dividends will be paid by the cameras.

Driver Corner



Todd Custard is this month's featured driver. He lives in Sand Springs, OK. He got his CDL in 2003 and has driven for all but 5 years since then. He owns 2 trucks a 74 Peterbilt Cabover and a 76 Kenworth. He hauled for the military for 4 years including missiles and ammunitions. He's one of the newer faces at Terminal Transport with a start date in August of 2023. When he's not driving, he likes to go 4 wheeling, hang out with family, and explore museums. He's been married for 9 years, and he has 4 children. His advice to other drivers is, "Stay off your phone!". We're glad to have you, Todd! Keep up the good work.

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CSA SCORES

As of 11/24/2023

Category	Percentile
Unsafe Driving	66% ↓
Crash Indicator	16%
Hours of Service	62% ↓
Maintenance	47% ↑
Controlled Substance	17% ↓
HAZMAT	< 5 HM placardable vehicle inspections
Driver Fitness	0%

Note: Unsafe Driving is at the intervention level.

Incidents last month

No incidents this month

Thank you everyone for all safe driving!

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.

TREE ROCK

Ever spotted that resilient tree growing out of a rock on I-80 between Cheyenne and Laramie? That's Tree Rock, a limber pine with a story as enduring as its roots. It was around before the first



railroad went through and has been protected ever since by routing railroads, wagon trails, and highways around it. It's been around for over 100 years and there's no telling how much longer it might live. Next time you're cruising along I-80, take a moment to appreciate the living history that is Tree Rock. It's not just a tree; it's a symbol of resilience and an unexpected marvel on our highways.

DETENTION

If you have been waiting to be loaded/unloaded for **over 1.5 hours, contact the office.** In order to get compensated for detention, we often need to contact the customer notifying them ahead of the two hour mark. Failure to contact the office could result in loss of detention pay. **Make sure in and out times are always on your BOL.** Thank you for your help!

NEW YEAR CHECKLIST

2024 is a new year. New Years is a great time to reflect on the previous year and plan for the upcoming one.

It may seem early but now is a good time to look at vacations and home time for the upcoming year. Are there any times that you know you're going to need to be home? Important anniversaries, birthdays, graduations, annual appointments, or vacations?

How was your performance this past year? At the end of the newsletter, you'll be able to review the miles you ran both last month and all of last year. Did you run the miles you wanted last year? Did you get the home time you were looking for? Were you accident free? Did you get any citations? Did you pass any inspections? Are you happy here at Terminal Transport? Is there something that could be improved to increase your personal job satisfaction? Communication is the only way for us to know what you want and need. If something is bothering you, let us know before it grows into a larger issue.

I know you all do thorough pre and post trip inspections every day, but now is a good time to do an extra detailed inspection of all aspects of your vehicle. Are all the fluids at level? Are all tires at the proper inflation? Are all your tire tread depths over 3/32 (5/32 for steer)? Is your 5th wheel in good shape? There are 10+ page checklists that walk you through every facet of a pre-trip inspection. I will happily send one to you as a refresher if you'd like.

Are all your documents up to date? Cab card, insurance card, IFTA, permits etc.? Do you have a current copy of the truck's annual vehicle inspection? Is your license or med card going to expire this year? What about your passport? When was the last time you updated the maps on your GPS? Have you cleared out all the old messages on your PeopleNet? It's going to start getting colder. Do you have the necessary equipment to keep yourself safe in an emergency? Blankets, gloves, candles, flashlight, food, etc.? Do you have anti-gel fluid and diesel 911?

Are you on track for retirement? Have you reviewed your 401k and any other investments? Might it be time to step up your contribution level or rebalance your portfolio? If you're not already contributing, now is a good time to start – it only takes a few minutes to sign up. **A 25% matching contribution was made to the 401K accounts this year!**

Are you feeling well physically? Mentally? If you have any concerns about your physical or mental health, make a plan to see a medical professional. Virtual visits are an option for many places if you are on the road. Some routine screenings and lifesaving tests such as blood work and colonoscopies require you to be in person. Communicate with the office so we can be sure to get you home for them. You don't want to put something like that off until it is too late.

Many people set health goals at the beginning of a new year but fail to change their habits to reach these goals. If you're not happy with the direction you're heading, you need to change your habits. Sitting for as many hours as you often do as a driver can have negative impacts on your health if you're not doing something to balance it out. Make sure to stretch and walk around while you are at stops, fueling, rest areas/truck stops and while you're at home. Some drivers have joined nationwide gyms such as Planet Fitness where you can get some exercise and a shower. These gyms often have large parking lots as well, just be sure to check to make sure your truck won't be towed. I know you aren't always home for long, but make sure to take some time to rest and relax while you are. Connect with your family and friends.

This list is not exhaustive, but hopefully it gives you a good starting place for reflection, planning, and review. The next section will be a look back on Terminal Transport's year by the numbers.

ROADSIDE INSPECTIONS

LAST MONTH:

1 clean roadside

Thanks to:


Adonais Savoy


1 Failed roadside

Violation for driving in left lane.

Long Idle Cost Month

Of Gallons Burned: **1788** 

Average Fuel Cost: **\$3.97** 

\$ Wasted: \$7098.36 

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
\$650 every month!		

RECENT HIRES

Kevin Miller (Rehire)

Dale Harvieux

Zayd Mohammed (Rehire)

BIRTHDAYS

Shelley Morris – 5th

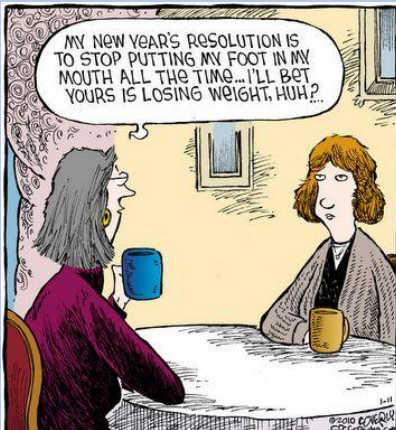
Grace Kniess – 21st



ANNIVERSARIES

Robert Lentsch – 21 years!

Thank you for being a part of our team!



TERMINAL TRANSPORT 2023 BY THE NUMBERS

In 2023 Terminal Transport accrued **over 3.2 million miles**. That's equivalent to: **1336+ trips around the earth**, 69+ trips to and from the moon, or 1338 trips from NYC to LA.



Over **569,000 gallons** of diesel were burned. That's about the same as an Olympic swimming pool. Idling consumed **110,316** of those gallons – that could have been used to run about 15,000 miles.

3 Terminal Transport drivers averaged over 10,500 miles a month all year. Great work!

David Martinez (130,283 miles)

Lewis Lynch (126,293 miles)

Russ Johnson (126,200 miles)

13 drivers put on over 100,000 miles.



ESST

Last year the MN Legislature passed the EARNED SAFE AND SICK TIME (ESST). Effective 1.1.24 this mandate is now effective. This law entitles all employee to 1 hour of ESST for every 30 hours worked in MN. ESST cannot be used for absences during which the driver would not have otherwise worked in the state of MN. Drivers can accrue up to 48 hours of ESST per calendar year. ESST accrues on hours worked in MN only.

A driver may carry over accrued unused ESST to the following calendar year, but the total amount accrued cannot exceed 80 hours at any time.

Over the course of the next several weeks, you will be provided with a list of absences for which ESST can be used. If the need for absence is

foreseeable, drivers must notify their supervisors 7 days in advance to use ESST. If the absence is unforeseeable, the driver should notify their supervisor as soon as possible. Your pay stubs will reflect how much ESST is accrued and how much ESST is used in the pay period. The MTA has asked for clarification of several items in the mandated law that are not clear. As this evolves, I will attempt to clarify the ambiguities of the statute.

PENSKE SOS

Drivers in Penske units can call Penske SOS if they have a roadside emergency involving the tractor. Penske SOS should not be called for trailer issues. If there is a trailer issue (tires etc.), call someone in dispatch to get assistance.

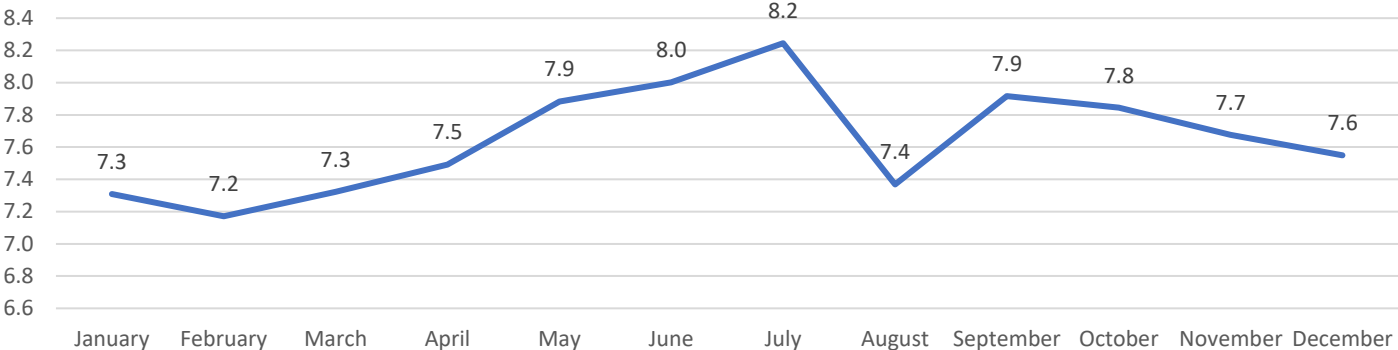


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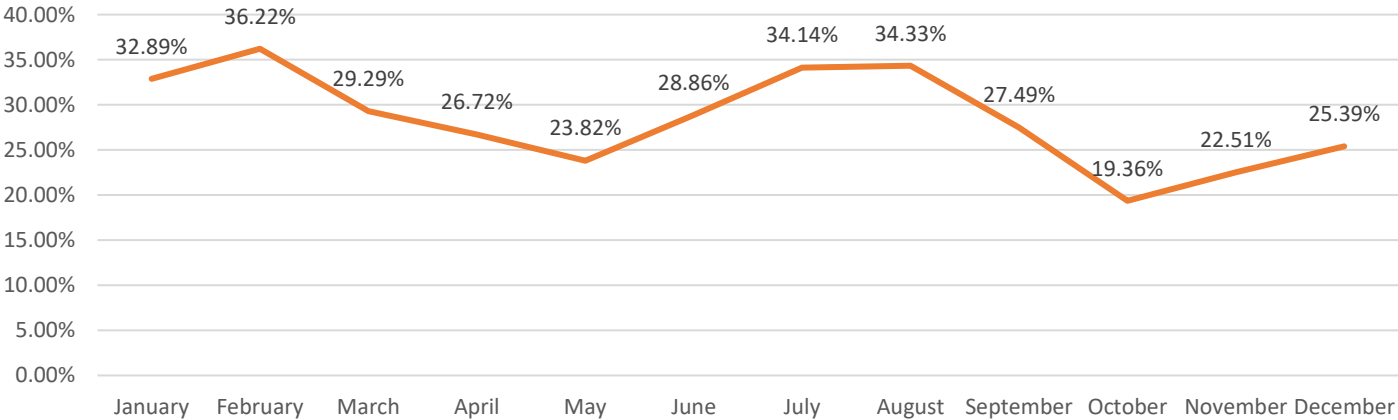


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2982 Cleveland Ave N
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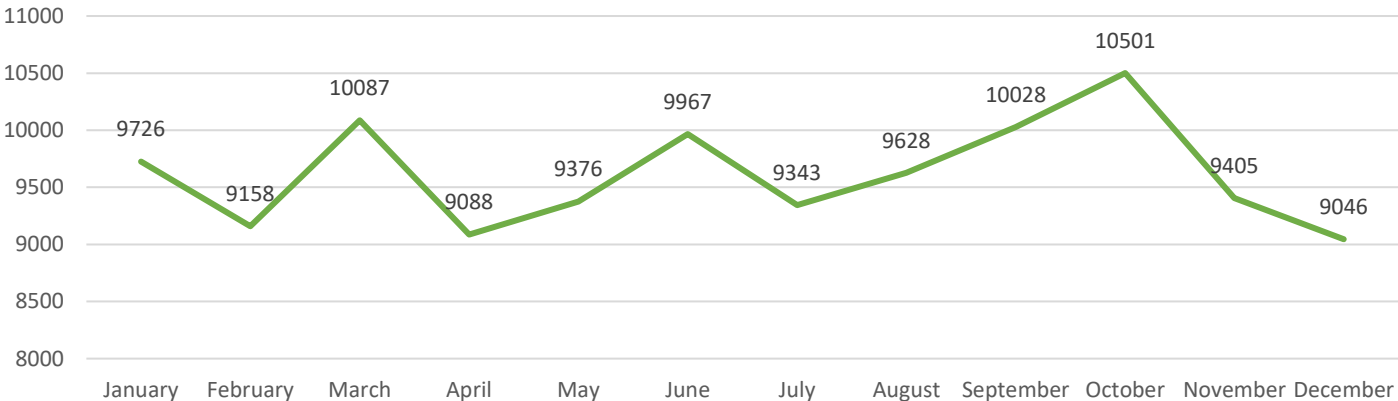
AVERAGE MOVING MPG BY MONTH



AVERAGE LONG IDLE % BY MONTH



AVERAGE TRUCK MILES BY MONTH



TOP DRIVERS

UNIT	DISPATCH MILES DECEMBER
2404	14790 - TEAM
2212	11921
2208	11835
410296	11575
2305	11110
373235	10836
2307	10801
2202	10588
410294	10300
1913	9989
373236	9285
294322	9232
204	9052
338065	8893
2402	8876
2200	8620
2204	8524
1911	8201
410297	8113
410295	7996
2400	7816
1909	7646
2206	7343
341098	7229
341100	6671
410293	6585
2303	5854
1907	3593

Vehicle	Moving MPG
2208	8.4
2305	8.3
2402	8.1
2200	8.0
2404	7.9
373236	7.8
2400	7.8
2202	7.8
1907	7.8
2206	7.8
2307	7.7
410295	7.7
1909	7.7
1913	7.6
2303	7.6
2204	7.5
204	7.4
410296	7.4
341100	7.4
2212	7.3
410294	7.3
373235	7.2
1911	7.1
294322	7.1
338065	7.1
410297	6.9
410293	6.9
341098	6.8

UNIT	Long Idle %
373236	64%
338065	63%
294322	62%
373235	60%
410293	57%
1907	53%
410296	52%
204	47%
2204	29%
2200	26%
2202	25%
1909	24%
2303	19%
410294	19%
1911	14%
1913	14%
410295	13%
2402	12%
2307	10%
2305	8%
341098	8%
2404	7%
2400	5%
2212	5%
2206	4%
341100	4%
2208	4%
410297	3%

UNIT	DISPATCH MILES 2023
LENR + SEIB1	181245
MARD	130283
LYNL	126293
JOHR	126200
STOT	124867
DEPD	121312
GONM	121144
EASK	116112
CHAC	114272
MILSH	107807
KLASE1	106119
BAIX	103229
MORS	100184
HUNB	98610
JOHD	98564
BACJ	92983
CRAG	83169
MOHZ	77453
BANJ	68997
CURJ	58418
CUSW	52780
KNISS	46712
KNUR	36918
HALJO	28740
ZIEB	16647
SAVA1	12253
MILK	9232
SHIR	7996