

Terminal Transport

January 2025

2025

I would like to extend a Very Happy & Healthy New Year to all. I hope everyone had a wonderful Holiday. As usually the holidays can be a bit challenging as we try to continue to meet our clients' goals and work to get everyone home for the Holidays! I believe Dispatch was again successful with the task. This year is starting out very much like last year. Much of the challenges we face are like last year. Pricing is still very tight as the industry is extremely competitive with many 3rd party logistics companies still holding pricing very tight. We have seen some let up in the market but very little. Our goal this year will be to continue to work to be more efficient, driving our operational costs down. We spent over \$100,000.00 last year on idling the trucks. I am not looking for zero, but I find it hard to see why one truck can be at 9% idle and others are at plus 60%! Our goal is about 20-25% which could be a considerable savings in fuel and engine wear and tear. I would hope all would be conscious of this and shut trucks off when climate is not an issue. This benefits everyone on the team. I appreciate everyone's support.

401K's

The 401 K 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 as the new year begins. In the next several months we will be switching to Prosource as our new payroll service. We will be moving our 401K provide to Prosource. 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 Michelle. The deposit can be made as a payroll deduction. If you are not enrolled in the plan, any company contributions that are made you will not be able to participate in.

CDL RENEWALS

When renewing your CDL you should add a tanker endorsement. Some of you have this endorsement and it can be helpful when we are looking for reloads, particularly in the spring and fall as farm chemicals are moving. There is a small fee for this endorsement but

Driver Corner



Please join me in congratulating Robert and Bette as the joint recipient of the Terminal Transport 2024 Safety and Efficiency Bonus Winner. They exceeded the expectations set for mileage, mpg, idle time, HOS Compliance, and safety. They received 4 entries into the end of year drawing and were selected at random from the eligible entries. Other drivers eligible were James C, Chris D, Mario G, Grace K, Keith L, Rachel S, and Tom S.. In recognition of their efforts, they will receive a \$1000 bonus.

Next year you could be the recipient. Hit the goals each month and receive an entry into both the quarterly drawing for a \$250 and the yearly \$1000 drawing.

CSA SCORES

As of 11/29/2024

Category	Percentile
Unsafe Driving	21% ↓
Crash Indicator	0
Hours of Service	31 ↓
Maintenance	58 ↓
HAZMAT Compliance	0
Driver Fitness	0

Incidents last month

On highway collision changing Lanes - \$TBD

Driver collided with fire hydrant turning in fog - \$11K + TBD

Safety Bonus Program

10,500+ miles	\$200
11,500+ miles	\$200
MPG over threshold	\$50
Under 25% Idle	\$100
0 violations	\$50
0 issues, citations, incidents	\$50
\$650 every month! *\$250 Quarterly Bonus Eligibility *\$1000 Annual Bonus Eligibility	

there is no test required, fingerprinting, etc. This is also a reminder that when you renew your physical, you must tie this physical to your license through the respective state's that you have your driver's license in. It is very important that you complete this procedure with the state, or you are in violation.

TRUCKS

Congratulations to Mary Carlson. As we start the new year Mary has all the trucks filled. We are still looking for more drivers as we have some retirements that might take place this year and we have more opportunities with many of our customers to move more of their freight. The economy is slow but we still have many customers that are looking to expand the amount of business they are doing. It is a difficult economy, but our current customer base feels they have opportunities to expand their business and are relying on us to be able to expand with them.

NEW EQUIPMENT

In 2025 we will be replacing 2022 Freightliners, which we purchased in 2021. We anticipate receiving this equipment in the beginning of the 2nd Quarter. In that we will be receiving these in 2025 we will already be beyond the model year 2025 so these will be model year 2026. These trucks will have battery shut offs and a few other small conveniences for the driver. The dealer we are purchasing these trucks through is Premier Truck and Trailer out of Eau Claire, WI. I am also looking at ordering some new trailers. We bought used trailer last year and it appears the trailer market has softened a bit. I am waiting to see if Congress will be repealing the FET tax this session. I have written many times for Congress to remove this oppressive tax and with a new administration starting and with the Republicans holding Congress this very well may happen. I will keep you all informed as the year progresses.

SANTA PAWS

As an organization we raised \$1860 along with 2 bags of dog food, 5 bags of treats, and many dog toys. Thank you to all who contributed to this drive benefitting the Northwoods Humane Society in Forest Lake, MN.



PROPER LOGS

Logging Hours of Service (HOS) Correctly

It is important that you log your various duty statuses appropriately. Ensuring that your Hours of Service (HOS) logs are accurate is essential not only for regulatory compliance but also for maintaining safety on the road. Violations for false logs and lead to much more scrutiny and time spent at scale houses. Here

ROADSIDE INSPECTIONS

LAST MONTH:

Seth K - level III - \$30

Rachel S – level III - \$30

Robert L – level III - \$30

Gordon W – Level III - \$30

Stevan O – Level III - \$30

1 Failed Roadsides

David B – Flat tire + Overweight


Johnny P – Overweight and CDL not on Person

Johnny P – CDL not on person

Long Idle Cost

September

Gallons Burned:  **3459**

Hours Idling: **4170.5 (42%)** 

Average Fuel Cost: **\$3.49** 

\$ Wasted: \$12,071 

\$365/truck

are the basics to help you log your HOS appropriately:

1. Off Duty: Record all time spent resting or sleeping where you are relieved from duty and free to pursue personal activities.

2. Sleeper Berth: Record any time spent in the sleeper berth of your truck. This is a separate line on your log from off-duty time.

3. Driving: Record all time spent behind the wheel driving the truck. Make sure to switch your status to “Driving” as soon as you start driving.

4. On Duty, Not Driving: Record all work-related activities when you are not driving. This includes:

- Checking in at customers, securing freight, moving around a customer yard (yard move)
- Inspection and maintenance of your vehicle
- Fueling – this must match up with fuel transaction records in the event of an audit

5. Personal Conveyance: Record any time you are driving the truck for personal use, not for work purposes, and are off duty. Abuse/misuse will result in loss of PC function. There is a 40 mile company limit. You may not advance the load.

6. Yard Move: Record any time you are moving the truck within a yard or terminal, which is considered on duty, not driving.

Remember to log these activities accurately and promptly. Your meticulous logging not only ensures compliance but also helps us maintain high standards of safety.

Internal Audits of HOS Logs

We would like to inform you that we will be conducting internal audits of HOS logs to ensure proper and accurate logging. This initiative is to help identify and address any discrepancies, ensuring that we all remain compliant with regulations and maintain the highest safety standards.

Your cooperation and commitment to accurate logging are greatly appreciated. If you have any questions or need further clarification, please don't hesitate to reach out to the compliance team.

Drive safely, and thank you for your dedication!

TRAILER ETIQUETTE

A reminder is due about trailer etiquette for your fellow drivers.

Proper trailer etiquette ensures smooth operations and a safe environment for everyone. Here are some key practices to keep in mind:

- **Sweep Out Your Trailer:** Always sweep out your trailer when it's empty. This keeps the trailer clean and

RECENT HIRES

Preston J

Tommy W

BIRTHDAYSShelly M - 5thRay N - 16thGrace K - 21st**ANNIVERSARIES**

Jason J - 1 year

Johnny P- 1 year

Robert L - 22 years

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

ready for the next load, helping to avoid contamination and ensuring customer satisfaction. It also gives you a chance to check for any damage

- **Park Straight in the Yard:** Ensure you park your trailer straight and in the designated areas. This helps maximize space and makes it easier for other drivers to maneuver. Don't back up into obstructions like trees or fences.
 - **Report Any Issues:** Promptly report any maintenance issues or damages to your trailer via your DVIR on Samsara. This allows them to be addressed quickly, keeping the fleet in good condition and reducing downtime.
 - **Check for Debris:** Before parking, check the area for any debris or hazards. Keeping the yard clean and safe prevents potential accidents.
 - **Secure Your Load:** Always secure your load properly to prevent shifting during transit. This ensures the safety of your cargo and complies with regulations.
 - **Follow Yard Speed Limits:** Adhere to speed limits within yards to ensure the safety of everyone working in the area.
- Following these guidelines will help maintain a professional and efficient operation. Thank you for your cooperation and dedication to excellence!

2024 IN REVIEW

Ladies and Gentlemen,

Buckle up for a year-end summary that'll take you on a thrilling ride!

Last year, our fleet blazed across an astounding 3.4 million miles—equivalent to zipping around the Earth's equator 136 times! 🌍 🚛

Our trucks may have been champions on the road, but they also spent 38,142 hours idling, sipping 32,050 gallons of fuel. That's a hefty \$121,149—almost enough to fuel a space shuttle launch! 🚀 This idling accounted for an average idle percentage of 38%.

We consumed a grand total of 477,369 gallons of diesel, achieving an average of 7.2 miles per gallon (MPG). That's like getting our fleet to perform a grand ballet across the highways of America!

Now, let's spotlight some of our star performers:

- **Mileage Master: Grace K** averaged 11251 miles last year, making them the highest-performing driver in terms of mileage. Imagine driving to the moon and back, and then some!
- **Fuel Efficiency Pro: Seth K** averaged 8.14 MPG, crowning them the king of fuel efficiency. They could probably coax an extra mile out of a drop of diesel!
- **Idle Time Whiz: Seth K** averaged 6.37% idle time last year, earning the title of most efficient idler. Their truck purrs like a kitten, only when necessary.

Your dedication and hard work fuel our success—literally! Here's to another year of conquering the roads with style and efficiency. Keep those engines humming and those wheels turning!