



Key Reminders

As we grow and bring on new team members, it's a good time to revisit a few key expectations that help keep everything on track.

Preplans and Managing Your Hours

Dispatch works hard to preplan your next load so you're not sitting empty, wasting hours. If you receive a preplan that won't work with your available hours, **let dispatch know right away**. We monitor your hours closely, but we rely on your input—especially when you're getting close to your 70. Letting us know early helps avoid a domino effect that can delay loads for other drivers too.

Your communication makes a big difference!

Equipment Inspections Matter

Whenever you hook to a trailer, take the time to do a **thorough inspection**.

- Check that all tires are inflated properly (not over OR under) and not showing signs of chopping or wear.
- If something looks off, let us know before you hit the road.

Clean Trailers = Professional Image

Please **don't leave trash behind** for the next driver. A clean trailer keeps things professional for our customers and respectful for each other.

Watch for Roof Damage at Consignees

Before leaving a customer's dock, look up! If you spot any damage to the trailer roof, **report it to dispatch before you roll out**. It's much easier to address issues when we know where and when they occurred.

Thanks for staying on top of these things. Your attention to detail helps keep the whole operation running strong!

Driver Corner



TJ WATKINS

August's driver of the month is TJ Watkins. TJ currently lives in Red Wing, MN. He grew up in Toledo, OH. TJ started here with us in the beginning of December last year and has exceeded expectations! TJ's advice to other drivers is to, "always leave yourself an out in case something happens ahead of you, always pay attention and always think of worst-case scenario. Worst-case scenario will usually be able to help you get out of a lot of issues because you are prepared!" We would like to thank TJ for all the work he puts in here at Terminal Transport. We enjoy seeing your smiley face and great attitude! Thank you for choosing us as your home away from home!

Free Money

We've noticed **very little participation** in the company-provided **401(k) retirement plan**, and we want to remind everyone what a valuable benefit this is—especially as retirement creeps up faster than you think.

The company **contributes to this program** and has offered **matching funds** in the past. That's **free money** going directly into your future. On top of that, your own contributions are **tax-deductible**, and the income the account earns is **tax-deferred**—meaning more of your money stays invested and growing over time.

If you're not someone who usually thinks much about retirement or finances—**that's okay. You don't need to be a financial expert** to take advantage of this benefit. You can start small—just \$25–\$50 per paycheck—and build from there. Every bit helps.

And if all the terms (like "tax-deferred" or "matching") feel overwhelming, you're not alone. **Help is available.** Just reach out to **Stacy Seeger at Pro Resources** at **218-314-1027**. She's happy to walk you through the process in plain English—no pressure, no confusing jargon.

Start where you are, and build toward where you want to be. You work hard—**make sure your future pays off too.**

Fueling Up

We've chosen **Love's** as our **primary fuel partner**, and we're directing the majority of our fueling volume to their locations. When you're planning your route, keep an eye out for **Love's truck stops—especially when your tank hits ½ or less.**

Fueling at another location pulls gallons away from our agreement with Love's. This affects our pricing and programs, so we ask that you **only use non-Love's options when absolutely necessary.**

Here are a couple of quick tips to help keep us aligned:

- **Heading to International Falls from North Dakota?** Fuel at **Love's in ND** so you can make it all the way to Wisconsin without needing to stop at a Kwik Trip.

CSA SCORES - As of 7/4/2025

Category	Percentile
Unsafe Driving	22 ↓
Crash Indicator	31 ↓
Hours of Service	44 ↑
Maintenance	57 ↑
Inspection Selection Score	25 Pass

Incidents last month

Driver took a left too tightly and clipped traffic control device - \$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	

- **Going to Montana?** Top off at **Love's in Valley City, ND**. You may need to grab outside fuel in Montana due to limited Love's options but then **refuel at the first Love's on your way back**.

We're not asking anyone to run out of fuel – **just plan and prioritize Love's whenever possible**. Every gallon counts!

Want to Boost Your Pay and Expand Your Options? Add Hazmat + Tanker Endorsements!

Having your **Hazmat and Tanker endorsements** makes you more flexible as a driver – and flexibility means more opportunities. While we don't haul Hazmat freight often, having drivers qualified for it makes it easier to book high-paying or time-sensitive freight when it comes up.

 **We pay an extra \$50/month** to any driver who holds **both Hazmat and Tanker endorsements**, whether or not you haul Hazmat that month

Here's How to Get Endorsed

Hazmat (H) Endorsement

1. **Take the Hazmat Theory ELDT course**

Required by FMCSA. Available online and self-paced. Some popular providers:

- C1 Training
- ZETA Driving School
- Midwest Truck Driving School

2. **Pass the TSA background check**

Start at universalenroll.dhs.gov

Cost is around \$86 and includes fingerprinting.

3. **Take the Hazmat written test**

Schedule with your local DMV or licensing office after your theory training is completed and your TSA background check is in progress.

ROADSIDE INSPECTIONS LAST MONTH:

Preston J - level II - \$40

3 Failed Roadside

James C – Chafing Air Lines

Robin R - Overweight

Zayd M – Overweight

Fuel Efficiency

Fuel used 41,358 gal (6% ↓)

Distance 310,216 mi (6% ↓)

MPG 7.6 MPG (No Change)

Fuel Idling: 359 gal (35% ↓)

Hours Idling: 916 hr (42% ↓)

\$ Wasted: \$1341 ↓ 30%

Tanker (N) Endorsement

- **No background check or ELDT required.**
- Simply **study and pass the written tanker test** at your local licensing office.

Why It's Worth It:

- Hazmat-qualified drivers give us more flexibility when freight is tight.
- You'll have access to more premium or last-minute freight.
- You'll get an **extra \$50 every month** – just for holding both endorsements.

 **Questions?** Reach out to dispatch or stop by the office and we'll help you get started.

Get Ready for CVSA Brake Safety Week!

Brake Safety Week is coming in August, and roadside inspectors will be paying extra attention to brake systems. Last year, brakes accounted for *over 35% of out-of-service violations* during this blitz – don't let that be your truck!

What inspectors will check:

- ✓ Brake hoses and tubing – no leaks, kinks, or wear
- ✓ Slack adjusters – proper adjustment, no damage
- ✓ Air leaks – listen for hissing, check connections
- ✓ Low air warning devices – working as they should
- ✓ Brake linings/drums – no cracks or contamination
- ✓ Parking brake – functional

What you can do now:

- **Add brakes to every pre-trip and post-trip.** A quick tug test and visual check go a long way.
- **Listen for leaks** when you set or release brakes.
- **Report issues immediately** – don't assume someone else already has.
- **Ask if you're unsure.** If you're not 100% on how to check something, let us know – we'll gladly review it with you.

 *Strong brakes = safe miles. Let's get ahead of Brake Safety Week together!*

RECENT HIRES

Pat M

Robin L

Zayd M

BIRTHDAYS

Don N – 20th

Jason N – 25th

Tommy W – 27th

Kenney E – 30th

Anniversaries

Mario G – 8 years

Grace K – 2 years

Steve O – 1 year

Jason N – 1 year