

TRANS CARRIERS
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OVER THE ROAD

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requirements and the installation of APU systems in several units. Recently we have been quoted pricing for a few additional tractors. The pricing was staggering. With this in mind please respect our trucks. Let the shop know if there is a problem with your truck. Repairing it in Memphis is much cheaper than a service call on the road. If you have an APU system in your truck, use it if at all possible. The fuel cost saving makes a large difference in our bottom line. Also I must mention unnecessary idle time. We don't expect anyone to be unreasonably cold or hot while getting their rest, but reducing idle time increases our fuel mileage dramatically.

We have also added an additional salesman located in Jacksonville, FL. This brings the total number of salesmen to three. Due to the type of customer that meets our company profile it will probably be four to six months before we see a large influx of business in these areas. We should see the number of low paying broker loads decrease dramatically and improve lane selections.

The information above is only a few of the investment dollars we are spending to improve the quality and performance of every Trans-Carriers' employee. Every employee at Trans-Carriers can and does make a difference. I recently watched an interview of retired basketball player, Bill Russell. He said the best advice in life he ever got was from his dad. He told him "son if a man pays you \$5.00 per hour give him \$7.00 per hour worth of work and you'll never have to worry about job security."

Thanks,
Jerry Pounders

From the President's Desk

There are many new challenges we are now facing in the trucking business. All of them increase our operating cost in a time when we are fighting everyday to keep our freight mileage rates at the level they were two years ago. This may seem to be a negative statement, but the reality of trucking is it's a tough business and everyone must be willing to adapt to the never ending changes required to stay in this business.

Sometime within the next few months we'll begin construction of additional office space. It will be a two story 6,000 square foot building located northwest of our existing building near the truck entrance gate. Also within the next two months we will be completely replacing our current computer system and phone system. Our current phone system was put into service in 1992 and needless to say there have been many technological changes since then. Our current computer system was put into service in 2000. It currently meets the minimum requirement needed to make transactions with our customers, vendors and banks. The cost to complete the office building and systems upgrade is the equivalent to the cost of 8 (eight) new tractors which brings up my next topic.

Tractor costs over the past two years have increased 15% or more. The increase has been primarily due to the EPA



How to Feel Like a Winner Every Day

Stress and personal energy are closely related. The more energy you have, the more equipped you are to handle stress. The better you handle stress, the more energy you have to take on new challenges, which makes it easier for you to cope with new stress.

Just thinking about that endless cycle might make you feel tired.

Fear not---the solution is simpler than you think. One key to feeling more energetic and less stressed-out is to make yourself a priority.



Take time to focus on your own needs and well-being on a regular basis. You'll find that spending some time and energy on yourself means that you have more to give back to your work, family and life.

Sleep soundly. You can cope better with stress when you're rested.

Talk about what is bothering you. Your family, friends, co-worker or counselor can help just by listening.

Relax at least once a day. Try to reserve at least 15-20 minutes to put your feet up, listen to music, or daydream.

Exercise regularly. It helps release the physical tension caused by stress.

Snicker, giggle, laugh out loud. You'll feel better and improve your perspective.

Set limits on extra demands. Learn to say "NO" to the nonessential.

Stress is your body's response to a situation. Good stress is the type that moves you to energize and excel.

Bad stress is the type that keeps you from relaxing and sleeping and it can eventually contribute to illness. You can't eliminate stress; the trick is to put a positive spin on it.

If you experience tiredness that doesn't respond to lifestyle changes or that lasts for more than a couple of weeks, see your health care provider. Your exhaustion could be a sign of a medical condition that needs treatment.

From the Accounting Department

We have recently made some changes in our staff in the accounting department that some of you may not be aware of. These changes are as follows:

- Cheryl Holt has moved from Accounts Receivable to Human Resources.
- Annie Jackson has moved from the Intermodal department to Accounts Receivable.
- Nancy Yarbrough has moved from Recruiting to Intermodal settlements & billing and fuel card administration.

Healthy habits such as diet, exercise and good sleep keep your body functioning at optimal levels. The rest is usually a case of mind over matter.

Thanks,
Personnel Department

Money Available!

Trans-Carriers' advertising budget for the recruiting department needs to be exploited by our employees. Trans-Carriers reserves a portion of this budget for reinvestment in its employees; that's right this cash is for you, the Trans-Carriers' employee. The referral bonuses only pay for Over-The-Road Drivers. A \$300 referral bonus for non-driving employees is paid out after 90 days. There is a whopping \$1,200 referral bonus for drivers paid out at \$300 on the first dropped load of a referred driver and \$100 a month

for the next nine months for drivers, provided that the referred driver remains on board. Are you feeling me yet! Our recruiting department is potentially 250 members strong and Jim and Ray are merely tools at your disposal! Let me break this down

for you; first and foremost the only way you will get your money for a referral is to **have your name on the application as the referring employee.** Without it you get squat, nadda, zero. You getting all this? Go see Jim or Ray in recruiting, get a few of applications, **go ahead and put your name on them as the referring employee.** Never worry about whom you are referring. It is the recruiting and safety departments' pleasure to qualify someone to join our fleet, so don't worry about it. In other words, you don't have to know them or their history as a truck driver. Simply represent yourself with some class and integrity as a member of the Trans-Carriers' family. Most opportunities will fall in your lap. When at a truck stop or if you hear on the radio that a driver is unhappy with his/her current employment, step in with an encouraging word and invite the driver to work for our Company. Hand them an application, walk away, and if they come on board, you get paid!



Thanks,
Recruiting Department

The tornadoes that hit our area in February caused us to lose our access to Trippak. When access was restored, we were able to get the payroll and settlements done on time. I personally want to thank those involved in the accounting department for their efforts in getting this done...it was not an easy task. Thank you for a job well done!

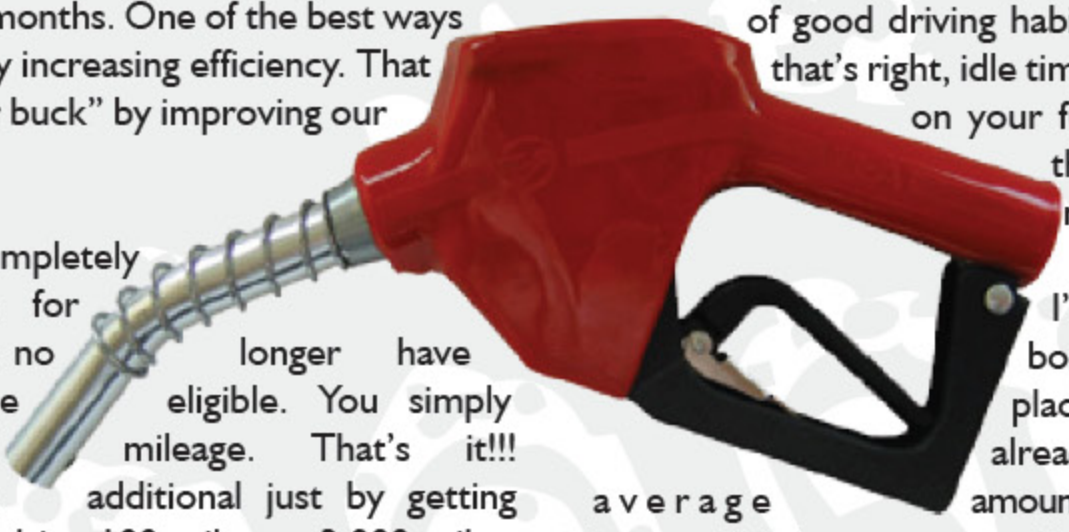
Harriet Ranson, Controller

What Can You Do About Fuel?

As everyone should be aware, fuel prices are going through the roof. The price of fuel has actually risen over \$1 per gallon over the last year. That's a 30% increase with no real end in sight. Another issue is that these increases can't always be passed on to the customer especially when there is a surplus of capacity as there has been in the last several months. One of the best ways to combat this is to lower costs by increasing efficiency. That means getting more "bang for our buck" by improving our fleet MPG.

For this reason we have completely rewritten the bonus program for the company solo drivers. You no longer have to achieve a certain mileage to be eligible. You simply have to get the required fuel mileage. That's it!!! You can now earn up to 3 cents additional just by getting good fuel mileage. Whether you drive 100 miles or 3,000 miles, if you meet the required fuel mileage you will be paid your fuel bonus. It couldn't be easier.

The performance piece of the bonus is still in place (2,650 miles + no missing logs + no service failures + no safety violations). The



difference is if you achieve this goal you will now double your fuel bonus!

A lot of you are leaving \$\$\$ on the table every week. It's not difficult to achieve the fuel mileage goals. It's simply a matter of good driving habits along with low idle time. Yes that's right, idle time. It has the single biggest impact on your fuel mileage and it is the easiest thing you can control. It's simply a matter of exercising good habits.

I'm very excited about the new bonus program. It's only been in place for a month now and we've already more than doubled the average amount of drivers earning a weekly bonus. I'd love to see all of our drivers getting the fuel bonus every week and with a little effort, everyone could. Please check either break room on the yard for a posting of the required fuel mileages and a copy of the performance bonus.

Thanks,
Brian McGee

Our Fleet, Our Fuel, Our Environment

*In effort to become more environmentally friendly
In effort to become more environmentally compliant
In effort to be SmartWay Transport Partnership (EPA) certifiable*

We at Trans-Carriers must do our part for the environment not only because we should, but because it's the right thing to do.

Air Quality

- Vehicle exhaust is the leading source of hazardous air pollution. (National Transportation Library)
- Diesel exhaust contains microscopic soot, about 200 times smaller than the period at the end of this sentence. (Oregon DEQ)
- Diesel exhaust contains both very small particles and 40 chemicals that are classified as "hazardous air pollutants" under the Clean Air Act. (EHHI)
- Low Sulfur Diesel (LSD) has 500 PPM (parts per million) of sulfur content. LSD can be used in 2006 year model engines and older. Not to be used in 2007 model engines.

- Ultra Low Sulfur Diesel (ULSD) has only 15 PPM of sulfur content. 2007 model engines and newer must use ULSD ONLY. However ULSD can be used in all year model engines.

Vehicle Operation

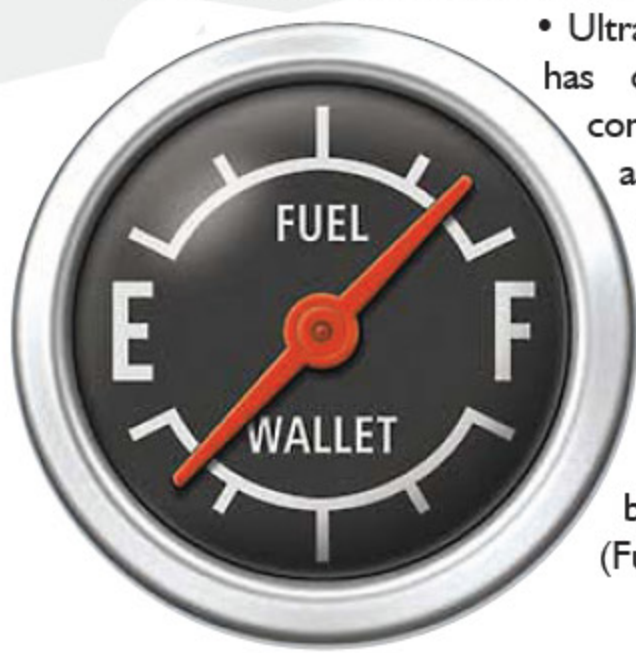
- One hour of idling burns up to a gallon of fuel (Fuelmax Fuel Saving Tips).

- Frequent restarting has little impact on engine components like battery and starter motor. Wear caused by restarting is estimated to add \$20 per year to the cost of driving, money likely recovered several times over in fuel savings. (Natural Resource)
- Excessive idling can be hard on your engine because it isn't working at peak operating temperature. Fuel doesn't undergo complete combustion contaminating engine oil. (Oregon's Clean Air Action Day fact sheet)
- Idling isn't an effective way to warm up your vehicle in cold weather. Modern engines need no more than 30 seconds of idling on winter days before starting to drive. (Natural Resources Canada)

Fuel Savings

- Trans-Carriers idle bench marks are effective 03/01/08 and are as follows:
- A unit without an anti-idle system can idle a maximum of 30%.
- A unit with an anti-idle system can idle a maximum of 10%.
- Any units idling greater than company bench mark will be subject to additional training, mentoring, and/or corrective interviews.
- 21 states have already adopted anti-idle regulations with stiff driver penalties.
- Bunk warmers are available at the Service Center for little or no cost to the driver.
- Window screens are available at the Service Center for little or no cost to the driver.
- Reducing idle saves fuel, saves money, and substantially increases your fuel bonus.

Thanks,
Marty Kilgore





Safe and Secure

Safety has always been a priority here at Trans-Carriers and management feels that the only way to complement safety is with security. Trans-Carriers has invested over \$25,000.00 in a new security system which includes a new gate that can only be opened with a special identification badge, and new video cameras and security software to monitor the activity of our new gate.

The software package will eventually control access to all entry points on Trans-Carriers' campus including but not limited to the main entrance, the shop area, even the drivers' lounge. Trans-Carriers has also enlisted a new security company to help keep the people and property of Trans-Carriers secure. Employees that park a vehicle at Trans-Carriers should inquire about a new identification badge for access in and out of the parking lot, if you haven't done so already. Each badge has its own unique fingerprint so that our security software can identify who is coming in or out and at what time. The security gate will remain closed 24 hours a day. The only way in or out will be the use of the required identification badge.

The new cameras will record all tailgaters running behind another vehicle through the gates, so please beware. Damage to the gate and your vehicle is possible if not used properly.

Ray Lariviere

