

Transport Designs, Inc.

We have loads of opportunity!

Message from the President

Transport Designs, “where the driver is the customer.” Okay, that’s not our tagline, but it should be! In this market where quality drivers are in demand and the supply is low, we need to realize how lucky we are to have such professional, safe, dedicated, and good drivers on our fleet. Frequently, I get compliments from our customers about our drivers. Thank you for taking the time to promote yourself and our company professionally when you visit them!

Right now, it’s a good opportunity to network with your fellow drivers. Please take advantage of our recruiting bonus. You can earn \$500 for recruiting a new company driver and \$1000 for recruiting a new owner operator. Be sure to get the name of the

driver or owner operator and their telephone number. Our recruiters will be happy to give them a call and do the rest!

If that driver or owner operator ends up on our fleet, you will get ½ of the bonus after the new driver completes orientation and the last ½ after he/she has been on the fleet for 90 days. Get out there and let other drivers know about your experience with us and encourage them to speak with one of our recruiters. Various customers have indicated their desire to add more lanes of freight soon. We will need additional drivers to handle the additional freight.

Be safe. Keep up the good work!

Leonard Korbel
President



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TCA's 35th Annual National Fleet Safety Awards





Divison IV Winner

News from Safety

Post Trip Inspections:

There seems to be some confusion regarding the new logs and in specific what the industry calls the Post Trip Inspection Report and when it gets done. Federal Motor Carrier Safety Regulations **396.11 Driver vehicle inspection report** states in part **“Every driver shall prepare a report in writing at the completion of each day’s work”**.

We previously had the tab at the bottom of the log page instead of the old fashioned inspection sheet we now have with the new logs. You filled out the tab at the bottom of the log each day worked and now you need to fill out the inspection form each day worked, same thing, just a different form.

Many drivers ask about what to do if you are working from afternoon or evening one day and working past midnight into the next day. Again, nothing has changed; if you are driving past midnight, the first time you stop following midnight, finish your log for the previous day and complete the Post Trip form for that day, start your log for the current day and go about your business. If you then stop, take a 10 hour break and work some more that day, ending the day before midnight, at the end of that day’s work, you complete the log for the day, fill out the inspection report and that’s it for the day.

For POST TRIP you only need to list the date, truck & trailer numbers, then check the box & sign your name. Time and Odometer readings are no longer needed. **Do not check** each box, only defective items.

CSA and PSP:

Regardless of its recent denials FMCSA has at least in part succeeded in accomplishing precisely what it originally said it intended to do ‘get unsafe drivers and unsafe carriers off the road’. Savvy carriers are scrambling to get rid of drivers with poor PSP records and refusing to hire driver with poor PSP records. Drivers see this focus on the driver as one sided and ask what FMCSA is doing about getting the bad carriers off the road? The answer is; writing new rules, proposed rules; pending proposed rulemaking to change the process and allow FMCSA to downgrade safety ratings and shut down unsafe carriers based on their CSA Basic scores FMCSA must continue doing compliance

audits resulting in an unsatisfactory safety rating and inability or refusal to clean up their act and comply with regulations.

This is expected to bring a flurry of motor carrier comment activity in the proposed rulemaking process as motor carriers with poor records face the reality that, unchallenged, the new rules would give the FMCSA power to shut them down for the actions of their drivers on a month to month basis. Some carriers will become concerned knowing that if they should suddenly have a problem with one or more of the BASIC scores they too could be forced to close their doors and they may join in challenging the proposed rules.

Joe Neves
Safety Director

“No Violation” Roadside Inspections

The following drivers received clean roadside inspections!

Lucas Ferguson
Milton Norberg
Mark Engelen
David Hughes
Clint Noack
Charles Holt
Bryan Cotton
Gerald Skimhorn
Lester Longton
Roger Clark
Robert Dehoyos
Ricky Meyer
Bill Terrell
Joe Durbin

Douglas Gander
Sergey Shumilov
Cody Sobeczek
Steve Briggs
Robert O’Neill
Bill White
Doug Kato
John Page
Alan Gaertner
Mike Brinkerhoff
Mike Smith
Cary Rohrer
Gerald Trahan
Donna Padelford

Danny Emery
Dan Jack
Stacey Gibson
Lenord Clark
Harold Reynolds
Daniil Biza
Marlon Moore
Jim Newton
Fred Kishler
John O’Brien
Gary Bell
Gerald Trahan
Robert Teuton
Steve Miller

Ron Lester
Terry Jenkins
Lori McCoy
Danny Hellard
Don Beebe
Ralph Reich
Ron Ferguson
Jim Friedl
Orville Lepp
Brenda
Blackburn
Norma Bales
Greg Warner
Ken Schlegel

David Riedeman
Bryan Kotes
Lee Richards

Congratulations!!!

Make sure to send in your “No Violation” inspections within 24 hours via TripPak or fax to Kristen in Safety at 952-890-8192

Recruiting News

Here we are again, the State Fair is over and so is Labor Day. The older I get, the more I'd like the seasons to slow down and the faster they seem to go. After a wet cold spring in Minnesota I'd like to think we'd be awarded a warm long fall but I won't hold my breath.

Driver Appreciation (Aug 22-26) went well. Earvin and I talked throughout the week about our respective challenges and lunch outcomes. We were both pleased and it seemed like we fed a lot of people during the week! If you haven't picked up your free shirt or checked the winner's board, see Linda in Customer Service. Thanks again for everything you all do every day here at Transport. I wanted to mention a bit of "disconnect" I am sensing here within the company. As most of you know, I've been here a long time and very few if any real changes have occurred internally, or externally, since I hitched my wagon to TDI in 1999. As we all realize, people age and eventually retire. We have seen many changes in

Operations primarily because of retirement and a few other factors.

The result is new personalities, work experiences and ways of doing things are brought to the company. What I want to say here is everything takes time. It takes new dispatchers time to learn our culture, customers, how we do things and who all of you are. Just like it takes time for you to learn a new dispatcher and how they like to plan and interact with you. The other factors that are complicating our internal changes are the Federal government's incessant need for new regulation and re-regulation of our industry. In addition, the economic challenges of remaining viable in this business and pleasing a dynamic, and changing customer base, is another stress we all feel from time to time as well. So I understand the anxiety that has been expressed by many of our drivers and owner operators who are used to our classic "steady as she goes" attitude. We are all working in a complex time in the industry (regulation and business) and during internal changes at Transport Designs. If we

all work together the learning curve should be drastically reduced but adjustments, especially right now, are inevitable. Keep the faith, we will prevail.

Chained- I've been saying this every Fall for six years running now so let me say it again. It's time to lay out your iron and make sure all of your links are good and closure device aren't bent up or screwy in some way. Owner Operators if you took your chains off for the summer lets get them back on the truck. My own personal advice is 12 black bungee straps (2 per wheel) make chaining up much easier and are well worth a few bucks.

Rider Authorization- Many of you have rider authorizations currently running as we get into the end of 2011. This is just a reminder that we will need to renew the documents for 2012 in December.

2290's...-The latest information is we will not be able to purchase our 2290 (heavy road use tax) until November 1st. When November hits, we will have only the month of November to get them all paid, into the Company and recorded at the state. Company drivers have no concerns on this, just to be clear. The reason for the hang up is legislation and I wouldn't count on the price necessarily staying the same

either (\$550). I will let you know if, and when things develop.

Empty Seats? – Like most carriers, our percentage of open seats continues to fluctuate. As of today (9/6) we are under ten open and should be under 7 after this week. We have always depended on good solid leads, and information, from our current driver base on who might be interested in driving for us and a good fit for the company. Don't forget we do have a \$500 bonus for anyone you refer that we end up hiring. It's nice when you have your friends going to the same places you're going as well.

Here we go again- I personally like winter but it does call for all of us to reflect on all the extra things we have to do driving down less than perfect roads: increased following distance, lower speeds, limited brake & jake applications, how we get our equipment back in line when our drives brake loose, what types of weather we will drive in or not, how we trip plan when the weather could be questionable and many more topics of concern. Don't forget to move the snow boots, gloves and heavy outer gear back into the truck as well. Be nice to each other.

Brian Patton
Recruiting

Operations

Technology Update:

We have been testing a new system whereby a driver can directly update our Computer software to designate arrival and departure times on their current load by simply sending a text message from a cell phone. We would like to expand the number of drivers utilizing this system, so when you get to MN come see me (Andy P) and I can give you a quick lesson.

As technology moves forward so goes the expectations to embrace and utilize it. This will allow us to provide current and accurate status checks on our customer Shipments. It is especially important to be able to update loads that deliver during the evening and night time hours. It provides the “real time” reporting that our customers expect with the added benefit of not having to answer the phone at 8:00 am from a dispatcher asking for the “in and out” times from your 3:00 am delivery.

We also have found that more and more drivers have the ability to send and receive emails while on the road. With this, drivers have been receiving an email from dispatchers with the printout of a dispatch order showing all of the pertinent information, ie: p/u & delivery info, p/u & delivery confirmation #'s where needed, accurate dates and times...there is no need to try and write down all the information from a phone call. Once the basic idea of a load and its expectations have been discussed and agreed to, the dispatcher can then shoot you an email and you can be on your way. No more calling back for the correct phone number or wanting confirmation on the delivery time etc., you will have exactly what we have.

If you have the capability and want to try it out just ask a dispatcher, let me know how it goes and any ideas you may have to improve the process.

Andy Powers
Operations

Message from our General Manager

Well folks, summer is behind us and I hope you all enjoyed some time with family and friends as we move into the Fall. We all know what the next season brings-Winter-that naughty word and with winter comes the bad weather. In a few months we will be right back into winter and some very bad driving conditions. When you are heading West it means chaining and road closures. Winter tests all of us, when driving to work or driving your truck on snowy and icy roads. The weather will be changing in the mountains quicker than on the flat land, so make sure you are ready with good chains on your truck. Please remember, as always, be careful on the roads.

On a good note, we had a great week for Driver's Appreciation. We had lots of good food that Brian and Earvin cooked for all of us and they did a wonderful job! It was good to see and meet all the drivers that got a chance to attend the festivities. We have shirts for all drivers, so if you did not get a chance to get to MN or SLC, please stop by and pick up your shirt.

I want to thank each and every one, from the office, shop and drivers, both company and Owners for making Transport one of the best companies to work for. As they used to say on Hill Street Blues, "Let's be careful out there".

Have a great Fall season!

Kevin Hays
General Manager
Transport Designs, Inc.

MORE NEWS FROM SAFETY

“Everything was just fine, except”:

I continue to occasionally get calls from drivers who tell me that they just had a really good inspection at a state scale except for one or two little problems and they just resulted in warnings, ‘nothing serious, just a warning’. Again, a warning on an inspection means it is not a clean inspection and it will add points to your PSP and our BASIC scores. That is serious and it does matter.

Changing Carriers/Changing Jobs:

Industry publication Transport Topics recently reported driver turn-over in the truck-load industry to be at its Highest level since 2008. There is an often unintended consequence to changing jobs; having made a job change that didn’t work out for one reason or another many drivers are discovering they can no longer find work as a driver because of their PSP and the job they quit won’t take them back for the same reason.

Winter Driving:

A few things to remember: Push in the clutch if you lose traction. Don’t use the Jake brake on icy or wet roads as doing so can cause the drive tires to slide.

Notes from Kristen in Safety:

Be sure to take a couple extra minutes each night to check over your logs. 😊 Common mistakes I am finding lately are incorrect or missing dates and ID numbers. Information missing or incorrect makes it hard to audit them. **Please make sure you are not holding your logs longer than 13 days.** With our logs being outsourced to another company, it is very important I get the logs sent to them in a timely matter. I cannot send them until I have the complete month.

I wanted to mention logging stops as well. Make sure you pay attention to what the receipt says for city & state. A lot of you log the Milltown MT truck stop as Bonner MT or the Twin Falls ID as Jerome ID. Even if the city on the receipt is not the city you are actually in you still need it on the receipt. For example you can still put Bonner MT down but put (Milltown MT) in parentheses. If you are flagging any activities please be sure to put the city & state along with the amount of minutes it took you such as “13 minutes”. You must do a pre-trip & post trip and if you are not logging BOTH you must log one and flag the other meaning you will need to put the amount of minutes it took you on the inspection you are flagging.

I want to thank each and everyone of you for the cooperation in moving to the new logs. Change is not easy for everyone but we all seem to be adapting pretty well. Their just as new for us as they are for you. If you do not have them yet please get to SLC or Savage to pick them up. Make sure you are stopping by the safety office at least every 3 months to see if there is anything in the office for you. Chances are that we have something for you so please stop by when you are in town! If you have any questions please do not hesitate to call me at 952-374-6145 or just stop in the office. My hours are Monday-Friday 7:30-4pm.

DRIVE SAFE & HAVE A HAPPY FALL!

Kristen Johnson **

Sales Team News

Selling truckload services is very different than selling a product someone can touch and feel. The hurdles are challenging to convince a potential customer how they would be so much better off using Transport Design's service over their current providers. So sometimes the selling to new customers can be a long process. Evaluating mutual needs, developing pricing and working with the customers supply chain staff in establishing protocols in operating the smooth transportation solutions. Once we have them we do not lose them. We work diligently to make it easy to use us, and keep the process simple in allowing us to provide the excellent service needed in this competitive industry. Over the years Transport Designs has had great success in adding quality customers.

*Due to Mike and Len's Commitment to deliver what was promised.

*Dedicated back office staff (dispatch, billing, safety, recruiting and maintenance) working as a TEAM.

*A committed driver base willing to follow through with what was promised.

Currently our sales are 91% from direct customers and 9% from brokers. Certainly we all have enjoyed the benefits of quality customers. Consistent freight patterns, volumes, ease at origin and destination, appreciative of our driver staff, paying their bills in a timely manner and the like.

One thing we are **always** looking for and I mean **always**, is better freight. We are looking for direct customer opportunities that are driver friendly and that fits into our lanes between the Midwest, West Coast, and Southeast. Any customer opportunity you believe would be a good match for Transport Designs please contact me at 952-374-6124 and it will be followed up with.

Thank you all for the continued hard work in being part of the Transport Designs Team.

Michael J Tilkens
V.P. Sales



Miscellaneous Reminders:

Company Drivers should be taking advantage of our best fuel discounts as listed below:

Loves- 1st choice when available!
-with exception of Sapp in Cheyenne, WY.

TA- Travel America

Sapp's
-Other than Cheyenne, WY

Pilot/FJ

Petro

Ambest and KwikTrips
-Small discounts available.

Blue Beacon's are direct bill and your TChek card will not work.
Tractor wash every **14 days**-trailers any time as needed.

I appreciate our drivers.

Stephanie Watkins

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Updated Every Friday!

We're on the Web!

www.transportdesigninc.com

FACEBOOK:

Facebook.com/TransportDesigns

Payroll Information

Please do not hold your paperwork for longer than **13** days. Also you need to make sure you have the correct amount of fuel slips; Company drivers need **2** copies and Owner Operators need **1** copy. Any receipt sent in should have a corresponding log along with it. Failure to turn in logs could result in withholding of your paycheck until logs are received. When you drop trailers at customers, please mark it on your bill of lading. Keep up the great work!

Melissa Lacugnato
Payroll Manager

Here are the nominations for Driver of the Quarter...

Company

- Lucas Ferguson
- Eric Carr
- Susan Pritchard
- Mark Sibley

Owner Operators

- Susan Christiansen
- David Hughes
- Ron Pfeifer
- Richard Green

And the winners are...

Owner Operator of the Quarter

Susan Christensen

Susan always turns her paperwork in on time and it is always neatly in order. When she calls in with questions or problems she is always very friendly and professional. She reports any discrepancies whether in her favor or not. Good job Susan and congratulations!

Company Driver of the Quarter

Mark Sibley

Mark was asked to stop and assist with a problem on another company truck. He stopped, checked out the problem, called in to the shop and even attempted to complete the repair himself. Thanks Mark for a job well done. Congratulations!