



DISPATCH DIARIES

Volume 1, Issue 1

April 2015

**DON'T
BE
THE
FORCE
BEHIND
TRAFFIC
ACCIDENTS**



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2014 "DRIVER OF THE YEAR" AWARDS GO TO....

MARIO HULEY - ROAD DRIVER OF THE YEAR

PAUL OVERBY - DEDICATED DRIVER OF THE YEAR

CLINT ADCOCK - END DUMP DRIVER OF THE YEAR



Driver of the Year awards are chosen by identifying those drivers who display professionalism, value safety and service, and who receive the full performance bonus all 4 quarters in the year.

This year we had 3 nominees from each category. A team of management staff concluded the drivers listed above stood out with good safety records, their positive attitudes, work ethic, and dedication to their divisions. They go above and beyond to ensure our freight is delivered safely and on-time and show respect and professionalism to their immediate supervisors and our customers.

Drivers who are chosen for this award receive a plaque, a monetary payment, a letter is sent to their families, and they will be honorary guests at our Driver of the Year luncheon with our President, Dave Gibbs, and other staff members.

Please help us thank and congratulate all three drivers in receiving these awards!

LETTER FROM DAVE GIBBS, PRESIDENT

We have now survived another Midwest winter season and we were all delighted to see it be a much milder winter than last year. While we had some days of extreme cold and snow and ice, we did not have to endure as many lost days of productivity as a year ago. The extreme severe weather last year set up a chain of events that impacted McLeod and the entire trucking industry. As days of hauling were lost, goods backed up on shipper docks. Once the weather cleared, there literally weren't enough trucks to move all the goods for several months at the pace shippers wanted. This year, we do not see that same scenario taking place. The balance between capacity and demand seems fairly balanced this time of year and shippers do not have the extreme backlog of a year ago.

This is important to us all as the tension between supply and demand is ultimately what determines pricing in the marketplace. While demand is relatively "normal" right now, it is our belief and that of most in the trucking industry that over the next few years, we will see a significant and prolonged change in the relationship between truck/driver capacity and shipper demand. Unless we have an economic recession, we expect to see demand stay strong for trucking services for many years to come. The good news for us is that most of our key customers are also of that opinion. They recognize that building and maintaining strong relationships together is the best path forward to assure that they receive a consistent reliable supply of daily capacity. As we sit here today, we feel very good about the future of McLeod and our relationships with old and newer customers alike. What this means to us is that rather than having to spend a lot of time hunting for new business, we can spend our time focusing on how we can become a better and safer motor carrier. There will still be new business but all we have to do in order to gain it, is to be a safe and efficient service sensitive operator. If we take care of our customers and the motoring public, the business will come.

Dave

HEALTH INSURANCE - REDUCING COSTS

With health insurance care costs on the rise, it has become more important than ever to be conscientious of claim costs. Utilizing physicians and urgent care facilities for non-emergencies opposed to going to the ER, shopping around for best cost on lab services, radiology tests, and immunizations, etc., and making sure you always go to an in-network provider are examples of ways to reduce claim costs. Blue Cross Blue Shield has one of the industries best negotiated provider discounts. This, combined with shopping around for that best cost service, can

minimize our out of pocket expense for our health needs. Lower claim costs ultimately results in less money out of our pockets. When insurance premiums are lower, employee contributions are lower.

Please use the examples above, talk to your primary care physician about your concerns with your health care costs, use generic prescriptions when they are an option, and help take control over your health claims costs.

If you have any questions regarding your health care plan, please contact HR.

SPRING SAFETY AWARENESS

It is that time of year again when **children** will be back out on their bikes, ready to play at the park.

Along with children, **motorcycle riders** are out as well. It is extremely important to look twice before changing lanes or pulling out onto a road/highway.

Not only should children and motorcyclists raise added safety awareness in the spring-time, but **farm equipment** will

also be on the roads, getting ready for planting season. Please look ahead for slow moving farm vehicles as well. Give them plenty of space.

Lastly, **road construction** will be underway on about every highway and interstate for the next 6-8 months. Please watch the signs, get in the open lane asap, and go slower than the posted speed limit in construction zones. **STAY ALERT!!!**

AVOID DISTRACTED DRIVING

Driving a commercial motor vehicle on the public roadways is a difficult and demanding job, and external factors can easily make the job dangerous. As a driver, anytime you lose focus and take your eyes off the road, you put yourself at greater risk of being involved in an accident. Here are some reminders on how to stay focused on the road and reduce distracted driving:

- Eliminate cell phone use while driving
- Never complete paperwork while operating your vehicle
- Check your mirrors every 5-8 seconds
- Never text or respond to a text while driving
- Plan your trip ahead of time
- Never drive tired!
- Pay attention to others around your vehicle—never assume they are fully aware you are there.

SOCIAL MEDIA

In today's world, social media such as Facebook, Twitter, and Instagram are utilized daily to communicate, learn, and socialize.

In our industry, it is important to remember that social media sites are fair game when it comes to investigating an accident, doing pre-employment checks, and finding unsafe behaviors.

Therefore, we want to remind all employees that the best practice is to keep your social media sites clean from work related topics, comments, videos, pictures, etc. Even a funny joke or an E-card can be misconstrued as you not taking safety serious if that joke or E-card has a safety related theme.

One of the things seen at a recent seminar was a presentation on these websites showing pictures drivers take while they are driving down the road and then posting them to their Facebook wall. While the intent sometimes is to show a bad behavior of what some other driver is doing, taking the picture of that unsafe act while driving is a very unsafe act as well. So we felt it necessary to remind all of our drivers it is against McLeod's policy for you to be using your cell phone for texting, taking pictures, or browsing any application or website while driving. Violators of this policy are subject to stern disciplinary action!

Please put your phone away while driving. And remember, even with blue tooth, **HANDS FREE DOES NOT MEAN RISK FREE!** Talking on your cell phone can be a distraction. Let's avoid distractions, and stay alert!

No texting while driving!!!!



PROPER
PPE
IS
A
MUST
TO
DO
YOUR
JOB
SAFELY

ALERT
TODAY
.....
ALIVE
TOMORROW

Please
Drive Safe!

Live. Life. Healthy

Walk 30 minutes daily
Eat whole grains
Cut out soda
Eat fresh fruits
Eat fresh veggies
Eat lean meats
Quit smoking



NEW 2016 TRACTORS ARRIVING

We have begun receiving our newest batch of trucks. The model year 2016 Freightliner Evolutions are now entering the fleet. These new trucks are much more expensive than the models they are replacing. As with trucks starting last year, our new Evolutions are expected to dramatically improve our fuel efficiency and have been rated to produce up to 8.0 MPG's. The improvement in MPG's is critical to see given the price tag on the new rigs. Even though fuel prices have trended down the past few months, fuel remains our largest weekly expense.



Old trucks at 6.5 MPG and 100,000 miles uses 15,385 gallons x \$3.00 per gallon = \$46,154 in fuel.

New trucks at 7.5 MPG and 100,000 miles uses 13,333 gallons x \$3.00 per gallon = \$39,999 in fuel.

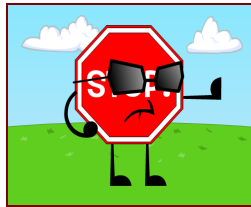
We should save up to \$6,155 in fuel spend per year.

Most important, for added safety performance, all the new trucks come equipped with the On-Guard collision avoidance system as well as roll stability. Staying safe on the road is job one!

Safety 1st!

LOAD WEIGHTS

In both the dump and hopper fleets, we are typically paid per ton. Maximizing the weight hauled in our trailers is critical to us being able to make money on the load. We will be doing some studies in the coming months to help identify where we are coming up short on expected tonnage. Please do your part to make sure we get the full legal weight we can haul on each and every load.



Please obey all traffic control devices! Don't EVER run through a red light! Aim High in Steering and anticipate signals changing prior to you reaching the intersection. Prepare to stop!

Dump and Hopper Tarp Program

Starting this summer, a number of dump and hopper units will be outfitted with new electric tarps in a study to determine the cost effectiveness and efficiency of the technology in our base operations. We are optimistic that the new tarps will improve driver effectiveness and be well received while at the same time, hold up to the work we do in our daily business. We will have more updates on this as we go forward.

OVERWEIGHT TRAP - NEW LENNOX

Three of our drivers have received significant overweight fines due to making a right hand turn out of Rock Tenn's facility in New Lennox, Illinois, which places them on a weight restricted road!!! Please remember to turn left out of Rock Tenn's facility and head back to I80 in order to avoid these overweight fines.

These fines have ranged anywhere from \$8,000 to \$11,000 each.



SAVING FOR TOMORROW

Your 401K program is designed to help save money for your eventual retirement. McLeod matches a portion of your contribution \$1 for \$1. This is **FREE** money. We encourage you to sign up for the program and to contribute on a steady basis in order to see your saving grow. If you have any questions on the program or how to take advantage of it, please call Sherri Camfield at ext 5181.

Customer News

Tate & Lyle

Our Lafayette dedicated fleet operations continue to excel and have grown to support the expansions taking place in Lafayette. Mcleod has also earned additional business opportunities with Tate & Lyle at their Loudon, TN plant, which is a welcome expansion of our long standing business with Tate & Lyle.

Archer Daniels Midland

ADM has challenged us to raise the bar on our van road service to their customers. We are working hard to provide perfect service on ADM loads out of Decatur and need everyone's help. When you have an ADM load, please be very mindful of the exact appointment time on the delivery. If you see any issues, please contact your Driver Manager promptly so we can coordinate with the ADM customer service department.

Simonton Fleet Expands

We recently added additional truck units to the Simonton dedicated fleet. This fleet will deliver out their quality products to stores and dealers across the eastern USA to and from home base in West Virginia. The expansion of our business with Simonton and Cardinal Logistics is a great opportunity for us to both grow our business and add quality dedicated work options for drivers.

Proctor & Gamble

We have added some additional P&G freight out of Vandalia, OH to Sterling and Morris, IL. We have retained our local St Louis freight as well as our Champaign, IL to St Louis freight for the next 18 month contracting period. We look to continue success with P&G this year.

More bids - More business

In the past few months we have grown with and added several customers through bid season. Big Heart Pet, Del Monte Foods, ConAgra Foods, and Nestle Purina are accounts we grew through bids. KIK, Autozone, Heartland Foods, Glatfelter Paper, and Unicarriers are new accounts added.

New Security in Decatur

You may have noticed that we have new locks on doors into the shop and office spaces in Decatur. This is NOT to prevent employees from having access to people or departments they need to meet with it. In the case of the shop, its to meet insurance & OSHA requirements regarding non-essential workers in those work areas. We have similar requirements at the Springfield shop as well. The company is exposed to significant fines if we violate those rules. With regard to the office space in Decatur, unfortunately we had some theft issues occur which caused us to have to install camera's and go to a keycard lock system.

Please be aware that you can ask for anyone by simply going to the front window in the main office. As for the shop in Decatur, we have put the work desk right out in front of the door plus we have the Maintenance shop window just inside as well.

CDL CHANGES COMING SOON

There are many changes regarding license renewals and learners permits for drivers wanting to obtain a CDL. The main changes are:

- Many new restriction codes identified to put on license
- If you take your driving test in an automatic truck, you will be limited to only being able to drive automatic trucks
- IL is requiring all CDL holders to bring in an original birth certificate the next time they renew their license starting July 1, 2015 due to a new computer system that requires this. They will ONLY ACCEPT an original birth certificate with the raised seal on it, from the courthouse. No other birth certificate will be accepted.

A copy of the notice from the IL Secretary of State will be sent in all paychecks by May 15th. Please be looking for it and review it.

If you hold an IL CDL-A and it expires on or before July 1, 2016, you are encouraged to renew your CDL prior to July 1, 2015 to avoid having to have your birth certificate this go round. Otherwise, all renewals after July 1, 2015 will require the birth certificate.

ATTENTION DUMP DIVISION DRIVERS:

Please remember to fuel using the truck number of the unit you are fueling. There is no longer any need to call the office to have your fuel card updated when you switch units. Any questions, please refer them to Human Resources.

RECOGNITIONS

TOP 10 MPG DRIVERS

Patrick Gann	7.80
Broderick Johnson	7.67
Tim Dray	7.62
Ronald Stark	7.39
Michael Laughlin	7.38
Todd Stokes	7.36
Kevin Ferguson	7.31
James Robison	7.30
Nick Waterman	7.30
Bobby Mobley	7.25

END DUMP DIVISION TRAINERS

There are 5 Driver Trainers in our End Dump Division. Our training objectives are to mentor all new employees with a strong relationship built around safety and awareness, communicate our expectations effectively, and to promote good work habits in every aspect of their job by leading by example. Not only are our trainers committed to helping new drivers, their job is to also remind existing drivers of work hazards to promote the safest work environment possible. Although being a trainer can feel like a thankless job at times, a decision to become a trainer not only shows their dedication to McLeod, but sets them apart as leaders of our organization and allows us to utilize their experience to gain better drivers for our future!

A special thanks to our trainers:

Thank You!

Ernie Atterberry, Tim Coultas, Kent Graff, Ron Jackson, & Jason Rench!

Drivers with NO VIOLATIONS FOUND on roadside inspections 1st Qtr 2015

Stephen Asbridge (2)
 Roger Buchanan (2)
 David Bunch (2)
 Robert Curtiss (2)
 David Dobson
 Nathan Dotts
 Patrick Druke
 Josh Fallis

Patrick Gann
 Charles Gatewood
 Rich Hellmeyer
 Michael Hollis
 Jimmy Hopper
 Matthew Iseghohi
 Randall Jindra
 Christopher Johnson

Robert Kirby
 Gene Lafoe
 Michael Leigh
 David Leino
 Richard McFain
 Jackie Morrison
 Charles Noll
 Darryl Phillips

Abby Presley
 James Robinson
 David Smith
 Todd Steck
 Daniel Vantuyl (2)
 James Voltenburg
 Patrick Williams-
 Darren Winn

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DRIVERS OF THE MONTH

January 2015

Mark Hendrixson
 Michael Long
 Tim Pierson

February 2015

Cleopatra Ratliff
 Ronald Jackson
 Edward Bohac

March 2015

Phil Pocock
 Terry Musgrave
 Dwight Newbern

OUTSTANDING

NEW ADDITIONS TO OUR MCLEOD TEAM

Jaguer Clark
James Gibson
Jerit Medler
Susan Cearlock
Heather Beck
Sapna Ashtkar Lokendra
Cameaka Crowder

Warehouse
Springfield Shop
Orientation
Shop Office
Div 21 Driver Manager
IT
St Louis Dispatch Asst



Want to earn extra \$\$\$\$\$\$?

Spending a little time talking with drivers you see hauling into or out of our areas can turn into **real dollars for you!** Our recruiting department would like to remind you of our referral bonus program. The referral program is an easy way to chalk up extra dollars.

Send a driver their way and receive **\$500** after the new recruit completes 30 days...AND **\$500** more after the recruit has been here 90 day...AND **\$500** more when the driver reaches his one year anniversary with McLeod!

If you recommend and send two new hires per year into the fleet you can earn an extra **\$3000!**

Certain rules do apply so talk with Recruiting to get the details!

MEET RECRUITING

From left to right: Paul Bishop, Regina Warren, Josh Lane, and Alan Cox.

