

Nov 30th, 2011



Cargo Express, Inc.

Safety and Award Ceremony!

Cargo Express, Inc. will hold it's annual Safety and Award ceremony during the last week of January, 2012. A continental breakfast will be served each morning Monday through Thursday. A potluck will be held Friday afternoon after the Driver's Awards Ceremony. Awards will be given in the following categories:

- "Driver of the Year"**
- "Rookie of the Year"**
- "Trainer of the Year"**
- "Driver—Most Miles—1st Place"**
- "Driver—Most Miles—2nd Place"**
- "Driver—Most Miles—3rd Place"**
- "Years of Service Awards"**

We hope to see you all there!

We have had a great year, successfully graduating over "30" students through the Idaho Provisioner's School. We have taken out & trained over "10" OTR trainees through the OTR program. These drivers are the up and coming professionals in our industry and we appreciate you molding them into safe, effective, motivated drivers for Cargo Express, Inc.

In February of this year, we had a trainer's meeting where we established a contest for the "Driver Trainers". From February 1st to December 15th, 2011... who ever trained at least one or more drivers that have stayed with Cargo Express for 6 months or more qualified for exclusive "Driver Trainer" jackets.

Congratulations to those drivers, and they are...

Ray Taylor

Milton Williams

Duane Cone

Zeldrick Scott

Roger Quisenberry

Fred Frank

The second part of the contest was, who ever successfully trained the most trainees that have stayed and have also had the best safety record would win and "I Pad". *AND THE WINNER IS...*

Ray Taylor

Congratulations to everyone who has helped make this a fun and successful contest! I look forward to seeing you in the office and if you need anything feel free to contact me anytime.

Merry Christmas and Happy New Year !!!

Steffiny Akers

Recruiting

From the Recruiting Department

This month I would like to personally thank our local Idaho Provisioner's "Trainers", Eric Braden & Zeldrick Scott. I would also like to thank all the Cargo Express "Driver Trainers", that have trained at least one or more trainees this year -

Fred Frank

Duane Cone

Roger Quisenberry

Ray Taylor

Milton Williams

Joe Gilham

Jim Martens

David Rivera

Tracy Owens

Matt Erickson

Roxanne Wolfe

Chris Kittler

Zeldrick Scott

Jeff Stone

On behalf of Cargo Express & Idaho Provisioners we thank you all for your dedication, knowledge & expertise!!

Toys for Tots

A special thanks to all of the drivers and employees of Cargo Express, Inc for all of your donations to Toy for Tots. With our company matching all funds raised, Cargo Express, Inc. was able to donate \$850.00 to the Boise Toys for Tot's program this year. We appreciate your generosity and know that some very special children will have a wonderful Christmas because of you!

WELCOME ABOARD!

The following drivers have recently started working at Cargo Express, Inc. We are excited to have them a part of our Cargo team. Be sure to give them a honk and a "high-five" when you see them out on the road to welcome them aboard!

Full-Time Drivers

Randy Budau on 11/29/11
Michael Gross on 11/16/11
Sifet Hota on 11/28/11
Daniel Keller on 11/17/11
Ryan Libby on 11/10/11
Robert Makin on 11/1/11
William Martin on 11/22/11
Richard Roberts on 11/9/11

Trainee

Mike Jackson on 11/11/11
Leonard Diehl on 11/17/11
Luke Giardina on 11/23/11
Jeremiah Malone on 11/28/11
Mike Turner on 11/3/11

HAPPY BIRTHDAY!

The following employees celebrated their birthdays in November of 2011. They are:

Sandra Trondson on 11/02/11
Joe Gilham on 11/18/11
James Meadows on 11/02/11
Mike Swope on 11/8/11
Duke Whaley on 11/12/11

May the coming year bring you happiness, good health and prosperity. Have a good one!

Macro #6 Daily

This information is imperative and critical. We are doing our Macro #6 daily. This keeps planners, dispatcher and drivers all on the same page. Being unified plays a big part on how we service our customers and allowing our drivers to maximize their miles with the hours available. If you have any questions on how to fill out a Macro #6 please ask your dispatcher. It is pretty self explanatory once you pull up the Macro #6.

Thanks so much.

Mike Anthony
Fleet Manager

Most miles November 2011

The driver with most safe miles for the month of Nov. 2011 is:

2011— Ray Taylor—Full-Time Driver

14,996 miles

November 2011—Drivers Miles Ranking:

KEEP IT UP BUT BE SAFE!

1st Place—Ray Taylor—14,996 miles
2nd Place—Mark Griffin—14,949 miles
3rd Place—Paul Holland—14,014 miles
4th Place—Gregory Scott—13,837 miles
5th Place—Jason Speed—13,814 miles
6th Place—James Maiden—13,637 miles
7th Place—Dwayne Poulton—12,902 miles
8th Place—Walter Patterson—12,513 miles
9th Place—Janusz Nargiel—12,377 miles
10th Place—Milton Williams—12,249 miles

HAPPY ANNIVERSARY!

Congratulations! The following drivers celebrated their anniversary with Cargo Express, Inc. in November. They are:

Fulltime Drivers

Jason Speed 1 year on 11/17/11

Christopher Kittler 1 year on 11/24/11

We would like to extend to all of you at this time our heartfelt appreciation and thank you for your hard work and dedication to Cargo Express, Inc.

Happy Anniversary!

The following employee celebrated his anniversary in November. He is:

Eric Braden 8 years on 11/22/11

Bonnie and Dennis would like to thank Eric for his hard work and dedication to Cargo Express, Inc.

Keep up the good work and congratulations!

Operations November 2011

Driver of the Month

The following drivers have been selected by their Fleet Manager for "Driver of the Month for November 2011." This is open to all drivers. It is based on your performance and your Fleet Manager elects you. You will be awarded with a one of a kind Cargo Express, Inc. hat and a \$20 Coupon to our Cargo company store.

Steve Ball's Fleet:

I have selected **James Martens** on truck 11214 for Driver of the month on my fleet in November 2011 because he always does his job! James is a valued employee at Cargo Express. James has been with Cargo Express since December of 2010.

James communicates well with dispatch and customers. James has great service and does a great job on his logs, too.

James' performance stands out above other drivers' because he has great customer service skills. He is easy to get along with, is well spoken, and great to work with.

Skills James could pass along to other drivers is that he is always on time.

Thanks James. We appreciate all you do for us here at Cargo Express, Inc.

Steve Ball
Operations Manager

Mike Anthony's Fleet:

I have selected **Wayne Curry** on truck 11169 for Driver of the Month on my fleet in November of 2011 because Wayne is doing such a great job for Cargo Express, Inc.

Wayne has been with Cargo Express, Inc. on and off for 9 years. He started driving for us again in June of 2011. We are glad to have him back.

Wayne is from the old school of drivers and has been around the truck driving industry for quite some time. Wayne always presents himself well. He communicates well with dispatch, letting me know how a load is, how he is for hours, and if he can complete on time service. Wayne knows the "ins and outs" of this business and does what it takes to get the job done. He is a great asset to our company.

Thanks Wayne for being a safe and reliable driver!

Cargo Express, Inc. and I appreciate all of your hard work! Be careful out there!

Mike Anthony
Fleet Manager

Sandra Trondson's Fleet:

I have selected **Ehrin Davidson** on truck 11120 for Driver of the Month on my fleet for November 2011 because Ehrin works hard for our company.

Ehrin has been with Cargo Express, Inc. since October of 2010. Although Ehrin is a casual driver, he still drives 10,000 miles every month.

Ehrin's performance stands out above the others because Ehrin takes pride in how he represents Cargo Express.

Ehrin is easy to communicate with. He uses his time wisely, is always on time and is a safe driver. These are all keys to being successful in the truck driving profession.

Ehrin keeps me posted on issues and problems. This helps dispatch to be proactive in finding solutions.

Thanks Ehrin for all of your hard work and be safe!

Sandra Trondson
Fleet Manager



Congratulations

Idaho Provisioner's would like to Congratulate the following students who graduated from our school.

November
David Schwantor
Sam Shehata

Congratulations on a job well done!

Don't Forget to Follow
Cargo Express, Inc. on

Hear about news, events, view pictures, etc.
We would love to have you as "our friend"!

Merry Christmas!

Bonnie and Dennis Schlegel would

Like to wish all their employees

A Merry Christmas and A Happy New Year!

May your Holiday Season

Be Happy and Safe!

Cargo Express, Inc. Store

Congratulations to the following drivers who were awarded coupons this month. Listed below are the drivers, the categories and the amount of the coupon each driver received. Keep up the good work!

- **Ray Taylor**-Driver Most Miles for Nov 2011—\$20 Coupon.
- **James Martens**—November 2011 Driver of the Month—Steve Ball's Fleet—\$20 Coupon
- **Wayne Curry**—November 2011 Driver of the Month—Mike Anthony's Fleet—\$20 Coupon.
- **Ehrin Davidson**—November 2011 Driver of the Month—Sandra Trondson's Fleet—\$20 Coupon.
- **Daniel DeForest, Brian Anderson, Burt Landers, Brian Libby, Mike Jackson, Andy Dirscherl, Matt Erickson, Mike Turner, Michael Raley, John Fairall, Richard Roberts, Kayla Stibal, Twila Lawton, Spencer Ker, Hal Barth, James Crowe, Aaron Goodwin** —Passed DOT No violations in November 2011—\$10 Coupon.
- See back page for drivers who earned a \$10 coupon for Idle time.
- Thanks to all of you for doing such a great job out there! Let us know if there are any other items you would like to have available in the store. Hope you enjoy shopping at our Cargo Store and keep up the good work! -Bonnie

Quote for the Month:

"Christmas is not a time or a season but a state of mind. To cherish peace and good will, to be plenteous in mercy, is to have the real spirit of Christmas. " -Calvin Coolidge

Joke of the Month:

Jonathan and Randy were hiking buddies.

One day in the woods Randy is bitten on the rear end by a huge rattlesnake.

"Ok," Jonathan says. "I'll run to town for a doctor." Jonathan runs as fast as he can for 10 miles to a small town and finds the town's only doctor.

The doctor is busy delivering a baby.

Jonathan says, "My buddy's been bit by a rattle snake in the woods and needs urgent help right away!"

The Doctor says, "I can't leave now, I'm busy!" "But here's what you can do. Take a pocket knife, cut a little 'x' where the bite is, suck out all the poison and then spit it on the ground."

Jonathan runs all the way back to his friend, who is in agony. In extreme pain, Randy screams "Well what did the doctor say?"

"He says you're gonna die."

Elite Fleet

Drivers on the Elite Fleet receive an additional \$.03/mile. The following drivers were on the Elite Fleet for the month of November 2011, and received an additional \$.03/mile based on their job performance of October 2011.

Congratulations!

Michael Cagle on truck 11227
Steven Cluchey on truck 11179
Duane Cone on truck 11174
Wayne Curry on truck 11177
David Dore on truck 11117
Fredrick Frank on truck 11230
Joe Gilham on truck 11245
Mark Griffin on truck 11242
Kory Hart on truck 11180
Jeffrey Luna on truck 11223
James Martens on truck 11241
Janusz Nargiel on truck 11219
Walter Patterson on truck 11185
Daniel Rumble on truck 11112
John Strause on truck 11240
Ray Taylor on truck 11231
Milton Williams on truck 11233
Robert Zachry on truck 11183

Expanded Elite Fleet

The following drivers were on our "48 State Elite Fleet" (these drivers do not go to NYC) for the month of November 2011 and received an additional \$.02/mile based on their performance in October 2011. They are:

Robert Byerly on truck 11228
Paul Holland on truck 11166
James Maiden on truck 11222

Western States and Casual Drivers Elite Fleet

The following drivers were on our "Western States and Casual Drivers Elite Fleet" (who otherwise meet Elite Fleet and Standards, drive 10,000 miles per month) for the month of November 2011 and received an additional \$.01/mile based on their job performance in October 2011.

Ehrin Davidson on truck 11114

From the Safety Department

Attn. Drivers....

We are still averaging over three accidents / incidents a week at Cargo Express and well over half are Preventable / Chargeable. We are still incurring way too many Backing and Turning accidents, but lately we have had some "backing" accidents that are disturbing. We have had some situations when drivers are either being asked to back up to make room for another truck or realizing they are out too far into an Intersection and arbitrarily backing up without looking to see who or what is behind them.

Ladies and Gentlemen, this is one of the oldest rules in the Trucking Industry **G.O.A.L. Get Out And Look !!** It's been in the trucking jargon for at least 50 years and it's still the best policy. Of course, you can't get out of your truck while in the middle of an intersection to look behind you, but you should NEVER back your truck up without being 100% certain there is no one behind you.

We have to do a much better job in preventing accidents. When a company runs over 100 trucks it is impossible to prevent all accidents, but it's up to **you**, as **Professional drivers** to do everything in your power to avoid accidents every time you are behind the wheel of a Commercial Vehicle. Our profession has very high standards of performance and we are held accountable to our obligation to the Motoring Public to be the leaders in safety on our streets and highways. It's up to each of you to keep safe driving habits the foremost objective in your daily routine.

I would like to challenge each of you to make 2012 a much better year for our safety performance. We would like to cut our Preventable / Chargeable accidents in half for the upcoming year. I know we can do it and it's up to each of you to make safe driving your number one goal.

Russ Provost
Safety Director

To all Cargo Express Drivers.....

So far this winter has been fairly mild compared to the last few winters, but please don't let your guard down. All of you know that it doesn't take very long for conditions to change drastically when you're traveling across country. You can, in a matter of just a few hours, go from calm sun shiny weather, to stormy, cold and icy conditions. Always be prepared for the worst. There are a few things that a good driver should always make sure that he has in his truck when driving during the Winter months.

1. Make sure your chains are in good working conditions, check and repair any broken lengths.
2. Carry extra drinking water and food in case you have to shut down on the highway.
3. Make sure you have a First Aid Kit, even a small one will come in handy at times.
4. It helps to have a sleeping bag that is rated for sub-zero conditions if possible.
5. Keep a good, heavy duty flashlight and carry extra batteries.
6. A good heavy-duty pair of snow boots and snow gloves will really come in handy at times.
7. There are some good Cell Phone Battery Chargers on the market and I would have one in the truck with me.

Remember " Planning " is a great way to avoid trouble. Watch the weather, listen to a Police Scanner if you have one or your CB radio. Be prepared and chances are you will never be sorry .

Russ Provost
Safety Director



Pre and Post Trip Inspections

I would like to address one of my favorite topics in this edition of the CEI newsletter, pre-trip inspections.

For me, trucking became less about travel and more about equipment maintenance and inspection while on the road making my deliveries. I became fascinated with the mechanics and operation of the trucks we drive and trailers we pull.

The end result and reward for doing pre-trip inspections which are all inclusive and collective is that you are far less likely to end up broken down on the side of the road in the winter which is fast approaching.

My discussion begins with methods, techniques and the tools required to properly perform pre-trip inspections.

A good pair of gloves would be the first item on my list followed by a decent flashlight for dark areas and night checks. Any inspector should also have a rag and blunt mallet for thumping tires and other parts. A pair of coveralls will help to remain clean while doing thorough pre-tip inspections.

Before I remind you where to look for damage and wear, I will touch on what to look for. The basic Regulations regarding pre-trip inspections are standards of safety and will lengthen the lifespan of tractors and trailers. A few are:

Fan belts: 1/2" - 3/4" deflection

Tread depth on steer axle tires: 4/32" (1/8th") and all other tires: 2/32" (1/16")

Brake pads: 1/4" minimum in the center (we might change them at 3/16") and brake drums equal to that, while looking and feeling for hard ware and uneven surfaces as well.

Slack adjusters should have no more than 1" of play and no side to side play.

DOT bumper (trailers): no higher than 22"

Mud flaps: cover both wheels, are not higher than 10" from the ground while they do not drag on the ground either. They should not be torn while being securely mounted.

Clutch play: no more than 1"-2"

Windshields: no cracks within 4" of the edge of the window, not longer than 6" and are not in the view of the drivers direct site. Chips cannot be larger than the diameter of a penny or 3/4". If chips are discovered they should be reported and filled so they do not become cracks.

Steering wheel: no more than 2" or 10 degrees of free play.

Areas of frequent issues or missed items include the starter. Check the connections for breakage and looseness. Note: be cautious if wearing rings on your fingers while doing this. On the CAT and Cummins engines starters are located below the clutch linkage on the driver's side, inside the frame rail. Fuel lines coming out of the fuel filters will often chafe and wear while containing pressure. Grease zerks under the tie rod ends will often get clipped off by road

debris and are essential to smooth turning, they should be checked regularly. Steering U-bolts should be checked for looseness and alignment. They will take a lot of abuse on rougher roads. It might surprise some of you if I told you; I have discovered trucks with bolts being dangerously loose and shock absorbers missing completely.

I have noticed on a few occasions that trailers have been dropped at places with low fuel, flat tires and leaking or low hubs. Refrigerator units need to be checked for operation. A brief look at the inside of the doors of the RFR units can tell of mechanical issues. I would like to remind people that another driver may have to be sent out to retrieve trailers in need of correction. This can be time consuming.

This brings me to my point. I require students I train to look at CEI trucks, while in school. Some of our findings have been rather poor examples of pre-trip inspections done by CEI drivers. We all have a responsibility to set a positive example to our future and fellow drivers. We should all strive to, and be concerned with doing complete pre-trip inspections. Attention to detail is a key element.

I close by saying that your efforts and performance is always much appreciated by myself and others at CEI. Your role in this company is vital to its success! Wishing you the best to you and yours for the holidays, thank you very much and as always be safe and courteous out there.

Eric Braden

Idaho Provisioners



