

TRANSCO TRAVELER



Transco Lines, Inc. 2005 Driver Pay Scale

Company Drivers

| Solo Drivers / Full Time | | Team Drivers/ Full Time | | |
|--------------------------|---------------------|--|--------------|---------------------|
| Rate | Length of service | Rate | Per Driver | Length of Service |
| .30/ mile | Starting Pay | .38 / mile | .19/ driver | Starting pay |
| .31/mile | 90 Days | .39/ Mile | .195 Driver | 90 Days |
| .32 | 6 Months | .40/ Mile | .20/ Driver | 6 Months |
| .33/ mile | 1 year | .41/ Mile | .205/ Driver | 1 year |
| .34/ mile | 2 Years | .42/ Mile | .21/ Driver | 2 Years |
| .35/ mile | 3 years | .43/ Mile | .215/driver | 3 Years |
| .36/ mile | 4 years & above | .44 Mile | .22/ Driver | 4 years and up |
| Relief Solo Drivers | | Relief Team Drivers | | |
| Part-Time– No Benefits | | Part-Time– No Benefits Length of Service | | |
| | Rate | Rate | Per Driver | Length of Service |
| .35 / mile | Relief Drivers Only | .44/ mile | .22/ Driver | Relief Drivers Only |

Owner Operator Settlements

| Solo O/O Drivers | | Team O/O Drivers | |
|------------------|-------------------|------------------|-------------------|
| Rate | Length of Service | Rate | Length of Service |
| .84/ Mile | Starting Pay | .86/ Mile | Starting Pay |
| .85/ Mile | 2 Years | .87/ Mile | 2 Years |
| .86/ Mile | 3 Years | .88/ Mile | 3 Years |

Owner Operator settlements also include full payment of company fuel surcharge average.

Hello, or should I say Good Bye?

I am sure by now that everyone has heard that I am leaving T.L.I., December 10, 2004 is my last day as a T.L.I. employee. This has been one of the most difficult decisions I have to make in my career. I have enjoyed working with all of you. I assure you I will not forget all the good times I had at T.L.I. I met a lot of good people and become friends with several of you. TLI is a good place and has some really good people. TLI has the ability to become a great company. With all the great drivers and support employees, TLI is sure to catch everyone's eyes.

I am very proud of the Safety and HR department. The staff back there is the best. If I had to start a new office over, I would want them on my team. If you get a chance, please pat them on the back and tell them they are doing a great job. Words can't express how proud I am of them!!!!

I would like to wish everyone a very Happy Holidays!!!!

God Bless, Chuck Pipes

Transco Lines Inc. 2005 Pay Scale

It is with great pleasure to announce our new drivers pay scale for 2005. Our focus throughout the year has been to improve our margins to a level where we could make major improvements in our driver pay. I feel like the adjustments we are making for 2005 will allow us to make a stronger company. As you can see, in the driver pay package now, there are four more levels of increase compared to our present driver pay scale. I also feel like we will be able to attract a better quality of new drivers into the company. I can only hope that the backbone of this company, our drivers, are as excited about the pay package as I am.

Michael C. Barr
General Manager

December 2004, issue

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To All Transco Lines Employees
From: Michael Barr
Subject: Company's Group Health Insurance
Date: December 8,2004

The company's group health program renews every year on January 1. Each year, we review the program to make sure that we have a competitive program that meets the needs of our employees and families. In the past four years, our health insurance plan has increased cost over 40%. Due to these skyrocketing costs over the last few years and the future promising more of the same, we had to make some decisions for the future of our health care benefits. We decided that we were not going to slash any of the current benefits, instead, pass a small increase in premiums on the employees. In addition, I am pleased to announce that we are introducing a new option for your consideration this year, a Healthy Savings Account. I feel this option will be a more attractive option for most of our employees.

You probably have heard or read about this new type of health insurance since it was enacted into law a year ago. Basically, it gives you and your family a way to accumulate money into a separate account that you own and is fully portable (if you leave TLI, it's yours to take with you). You can use the money to reimburse yourself for medical, dental, and vision expenses or you can let it accumulate and roll over from one year to the next. Your contributions are tax deductible and come out tax free if used for qualified medical, dental, and vision expenses.

For more information, go to www.transcolines.com, click on www.benefitspassports.com at the bottom of the page. TO log in type "Transco" as the user name and "lines" as the password. Click on "Health Savings Accounts" on the left side of the screen. There are several links to chose from for you to learn more.

As shown below, for those of you that desire to continue on the traditional plan, there will be a modest weekly charge of \$ 4.52 for employee coverage.

Below is a comparison of our current plan, the Health Savings Account for individual coverage and \$2,000 for family coverage. The contribution will be taken out of your paycheck before taxes and deposited into your Health Savings Account.

| | 2005/Traditional Plan | Health Savings Account Plan |
|---------------------------------|-------------------------------------|--------------------------------------|
| Calendar Year Deductible | \$1,000.00 | \$1000.00 |
| Maximum Per Family | \$2000.00 | \$2,000.00 |
| Coinsurance | 80/20 In Network | 80/20 In Network |
| | 60/40 Out of Network | 60/40 Out of Network |
| Cal Yr Out of Pocket Max | \$2000.00 Individual Network | \$5,000.00 Individual Network |
| | \$4,000.00 Family in Network | \$10,000 in Family Network |
| Office Visit Copay | \$30.00 | Subject to deductible coins |
| Drug Copays | \$10/20/30 | Subject to deductible coins |
| Your Cost Per Paycheck | | |
| Employee Only | \$4.52 | none |
| Employee/ Child (ren) | \$59.17 | \$50.92 |
| Employee/Spouse | \$101.65 | \$87.48 |
| Employee/Family | \$151.72 | \$130.57 |

Please return the election forms mailed to you by December 27th. If you didn't receive one, please call Kim or Bridgett.

Preacher's Column Newsletter 29 Dec 04

Well, another year is about over. A lot has happened this year, mostly good. We have survived 20 years and look forward to another 20.

A few thoughts.

I think about the election. All the news media and commentators are totally shocked at the fact that President Bush was re-elected. They make a big ado about their red and blue state colors and still think that the states in red are some kind of backwater that don't know nothing'. People in the blue states apparently can't get used to the fact that folks live someplace else. Averell Harriman, statesman of several years ago, from New York, I believe,, once asked "How can this guy named Jimmy Carter be nominated for President? Me, nor none of my friends know him." It used to be that to fly out to other parts of the world, you went out over New York, Chicago, Los Angeles or San Francisco. Now, you can still leave from those points, but you can also leave from Raleigh, Charlotte, Atlanta, Miami, New Orleans, Houston or Dallas and maybe a few more.

Sometimes, for various reasons, people just will not change or adjust their thinking.

The Jews would not, although the prophecy of the Messiah was there. They seemed conditioned to what the book said, not to that of which it foretold. Just as our blue state folks seemed to have missed the fact that all those folks and jobs were coming South, the Jews missed the fact that their Messiah came as a babe in a manger, in a most humble arrival in this world. They were expecting him to come in as a King in Power and Glory, rather than born of a Virgin in a back alley stable. They didn't read the whole story. Isaiah told them and they didn't listen and ignored him.

(Isa 7:14 KJV) Therefore the Lord himself shall give you a sign; Behold, a virgin shall conceive, and bear a son, and shall call his name Immanuel.

So many times, we just hear what we want to hear and ignore the reality of the situation. Then, we look around and wonder what happened when change finally catches up to us and we wonder where it came from. We can sit here in our own little world, thinking everything is hunky-dorey, and then all of a sudden, find ourselves not only overtaken but completely passed by and be left wondering what happened. The enemy of the Christian is Satan, and if he is not bothering you with something, in most cases he already has you. You will be deceived into thinking all is OK and things are just right, and then, WHAM!! What happened?? You find yourself in the midst of a turmoil without anyone to turn to. You see, if you have allowed yourself to be deceived by Satan, that means you have pushed Jesus aside and he's not by your side to help you. You may can get him back there, but it might take a bit, and during that time, you are enduring the consequences of the deceit. Been There, Done That, and it ain't no fun.

Keep Jesus next to you. *Merry Christmas*, God Bless, and Let's Be Careful Out There. Preacher E. Wayne Bookout-Sr. VP

Hello T.L.I. Fleet, I wanted to let everyone know how much our company appreciates the hard work and dedication for the job you do each day. Our company success now and in the future depends on how well we take care of our customers. Our company has an outstanding reputation for the way we take care of our customers, which it takes all of us working as a team to achieve this. As we move forward into the New Year one of our top priorities will be as it always has been to provide the best service to our customers in the industry. Several other areas will be utilization, fuel mileage, and our equipment. I will need all of your help in bringing quality drivers like yourself delivering to our company, especially drivers like yourself that understand the importance of delivering freight on-time and taking care of the equipment . In other words team players like all of y'all. I want to wish each and every one of you and your families a very Merry Christmas. If there is anything the driver relation department can do feel free to call anytime. Thanks, Robert Smith



Maximizing Fuel Economy

With the national average of diesel still over \$2.00 per gallon, it's very important to do everything we can to get best mileage out of our trucks. Below are some tips on Maximizing Fuel Economy that we have received from CAT. If we try to follow these tips it will have a huge impact on our overall fuel usage. Applying these driving habits and operating tips will make a big difference in your trucks performance and you will be rewarded for your hard work and effort when quarterly fuel bonuses are given, Thanks to all the drivers who are trying their best to help out.

Allen

Maximizing Fuel Economy

Vehicle Speed

Driving Habits

- Progressive shifting 1100-1550 RPM
- Cruise Control (increase fuel mileage 6%)
- Idle Time
- Tire Inflation

Truck Specification

- Maintenance
- Engine Performance
- Alignment
- Truck Repair

Operating tips

- Drive in the highest gear possible
- Use truck momentum instead of fuel to pick up speed on down grade
- Lug down as far as peak torque (1250 RPM) on up slopes to avoid shifting
- Avoid using Jake brake
- Avoid rush hour traffic, when possible
- On a very steep slope, when RPM is quickly dropping, down shift @ 1350 RPM
- Excessive idle (shut it off when not in the truck)

Last month we discussed bobtailing and how it effects our company. I want to keep everyone focused on this subject because it is very important to **not** bobtail and when we do have to, many people must be involved so that corrections in trailer pools can be corrected quickly. Bobtailing will become more serious in the future so I want to see it under control now, so that our company can grow in freight and size. This is so important, that it is even mentioned in our handbook. As we get our trailer pools under control and can account for all trailers we will be able to see on a daily basis exactly who is bobtailing and will be able to make immediate adjustments, as well as solve why the particular truck had to bobtail. This will be happening very soon. Just remember that dispatch must be informed anytime, anyone bobtails into or out of a trailer pool, no matter if it is FedEx, Lowes, or our own drop yard.

As we move into the future with our customers, tracking loads, is becoming very important. Some of our customers are ISO certified, and some just want to see the loads at any given time for just in time deliveries. Please be sure that you always without fail send in an arrival call as soon as you arrive at a shipper or receiver. This is so important because this is the time that most customers use for on time picks and deliveries as well as when the clock starts on how long it takes to load you or unload you. Many of our reports that we submit to our customers are generated by the arrival call. This must be done on multiple picks or drops on each one followed by the proper load or unload. Please get with your fleet manager if you are not clear on how to do this.~~ Victor Nutt

Note from the TLI Maintenance Department

We would like to take this opportunity to wish each of our drivers & co-workers, a very, Safe and Happy Holiday and prosperous New Year, this is a time of the year when the roads will be bustling, not to mention fighting the holiday crowds, rushing the malls purchasing the gifts we would like to have under "our" Christmas trees.

We have a New Year to look forward too, hoping each passing day shall come anew.

We would like to let those who may not already know that TLI, Mt. Pleasant, TX is up and running now they are equipped to change batteries, PM services, tire repairs, just about most anything TLI, Russellville are equipped to do. If you need directions please do not hesitate to call us here at Russellville and we shall provide you that information,

Also, we ask that you continue to make sure the pre-trips are being done daily, keeping tire pressure checked batteries are charging, and keeping the PM services done. If you aren't sure of when the service is due, please call us here for that information.

Thanks,

Mike, Pat & Dave TLI Maintenance Department

Drivers of the month

Tiffany Mojeske and Robert Pugh are Sharon's drivers of the month. Both from Angwin California. Tiffany has been with T.L.I. since May 15, 2001 and Robert has been with T.L.I. since June 10, 2003.

Brenda Varnado is Marks driver of the month she resides in Lacombe Louisiana. She has been employed by T.L.I. since February 25, 2003.

Bill Raveling is Forests driver of the month. Bill resides in Fort Orange, Florida and has been employed by T.L.I. since August 4, 2004.

Scott Ferguson is Lenards driver of the month. Scott resides in Russellville, Arkansas, and has been with TLI since October 9, 2003.

Congratulations to all the drivers of the month keep up the good work!!



Happy Birthday to you.....

| | | | |
|-------------------|-------|-------------------|-------|
| Rodney Evans | 12/1 | Maureen Crisman | 12/18 |
| Neal Hoelscher | 12/1 | Don Loop | 12/18 |
| Tiffany Lapetina | 12/1 | Gary Gable | 12/21 |
| Ruth Thien | 12/3 | Eddie Lindenburg | 12/22 |
| Michael Barr | 12/3 | David Anderson | 12/23 |
| Corey Bauer | 12/3 | Noel Anderson | 12/24 |
| Lenard Avila | 12/7 | Leslie Bowman | 12/25 |
| Geroge Hurst | 12/9 | Rita Fuller | 12/27 |
| Billy Sollis | 12/11 | Crystal Deering | 12/27 |
| Brad Harrell | 12/12 | Bob Bell | 12/28 |
| Alfred Davis | 12/12 | Carol Campsey | 12/29 |
| Kenneth Champagne | 12/13 | Brenda Varnado | 12/29 |
| Karl Fritz | 12/14 | Darrell Sparkes | 12/30 |
| John Basson | 12/15 | Jack Knapp | 12/30 |
| Barbara Grissom | 12/15 | Bridgett Delancey | 12/31 |

TLI Anniversaries

| | | |
|----------------|----------|----------|
| Will Carter | 12/03/04 | 14 years |
| Frank Spears | 12/05/04 | 2 years |
| Steven Leslie | 12/10/04 | 2 years |
| Bruce Peek | 12/12/04 | 2 years |
| David Anders | 12/14/04 | 2 years |
| Randy Fowler | 12/02/04 | 1 year |
| Carol Campsey | 12/09/04 | 1 year |
| Thomas Campsey | 12/09/04 | 1 year |
| Kevin Baker | 12/15/04 | 1 year |
| Billy Marquis | 12/16/04 | 1 year |
| Sammy Johnson | 12/16/04 | 1 year |



Sue Edwards and Robert Bell also had anniversaries .
 Sue's was the 8th of October, and Roberts was the 6th of November.
 WE apologize for not putting these in the former newsletters.

You can Make a Difference

It has taken me a long time to realize this but the best thing about Christmas is to give than to receive gifts, I never thought I would say this but now I would rather give a gift than receive. Putting a smile on someone's face during the Christmas Holiday is the best thing to see, . But Wanda and Calvin Elkins this year have put several smiles on children's faces. Something all of us should think about doing and that is taking part in the Arkansas Children's Hospital "You Can Make A Difference" program. In which you can make a difference all you have to do is pick a few items off of the list and mail it to or personally hand deliver the items to the children at ACH.

Infant/ Toddler Items

- Fisher price Ocean Wonders Aquarium
- Star Stacking Toy
- Fisher price bounce and giggle kitty or dog
- V-tech infant toys
- Infant musical and light/sound toys
- Pop-Up Toys
- Playschool Toys
- See-n-Say's
- Pacifiers
- Bath Mitts
- Bottles
- Sippy Cups
- Infant toy/rattlers
- Sound Books
- 3-6 Month Clothes
- 6-9 Month Clothes
- Receiving Blankets (pkg)
- Musical TV's
- Duplos Lego's
- Baby wipes, shampoo ect,
- Stacking rings
- Shape Sorters
- Balls
- Books (hard cover)

School- age Items

Etch a sketch/magna doodles
100- piece puzzle
Mr. Potato Head
Bubbles
Hand Held Games (yahtzee, fishing games ect.)
Lego "single project" type boxes
Fisher Price medical kits
Hot Wheels Individual packs
Markers (big)
Children's Flashlights
Baseball Hats
Art Sets
Clothing outfits for sizes 4-14
Packaged underwear (girls and boys sizes 4-14)

Teen/Adult Items

Sports Bottles/Mugs
Portable CD's Walk-mans
Deck of Cards
Wallets or other gift items
Sport watches
Word
Search/Crossword Puzzle books
Journals/ Diaries
Model airplane and car sets
Jewelry/ Bead sets
Popular Music CD's (current NOW versions)
Photo Albums
Picture Frames
Checkers/Yahtzee board games
Fabric Paint
Model car paint/glue
Plain white undershirts
t-shirts—adults sizes
Sweatpants (adult sizes & XL)
Knit pants with elastic waistband for women for of all sizes.

Other Items

Telephone Calling Cards
Disposable Cameras
Polaroid 600 Film
Batteries (AA,C,& D)
Travel Size lotions and other small bath items
Portable "boom box"
CD players
Popular music CD's for all ages
Soothing Sounds CD's (ocean sounds, etc)
VHS movies and DVD's rated G and PG
DVD's with the Spanish option also rated G and PG
Beanie Babies

Please Remember....

Due to infection control policies, we are unable to accept used items. Stuffed toys can only be used if they are filled with fabric or solid foam. Avoid toys with sharp edges, or toys made of glass or brittle plastic. We do not accept toys that depict violence in any way. No guns, swords, "action" or fighting figures will be accepted. Only non-toxic paint, glue or craft supplies can be used, we cannot accept latex balloons.

Arkansas Children's
Hospital

800 Marshall St
Little Rock Ar 72202
(501) 364-1100

Last night as I lay sleeping,
 I died or so it seemed.
 Then I went to Heaven
 But it was only in my dream.
 But it seems St. Peter met me,
 there at the Pearly Gate.
 He said, "I must check your record,
 So stand right here and wait."
 I see where you drank alcohol,
 And swore quite often too.
 Fact is you've done many things
 That a good person shouldn't do.
 We can't have people like you up here, Your life was full of sin.
 Then he read the last of my record,
 Grasped my hand and said, "come on in."
 He took me to the big boss,
 Said "Take him and treat him well."
 He worked in transportation, Sir.
 He's had his share of HELL



By: Lenard Avila

Happy 50th Birthday Chuck!!!



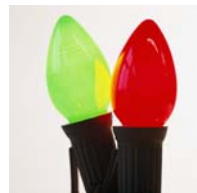
From L to R, Kayla Willfond, Chuck Pipes, Laura and Willie Turner, Dave Anders and Tim Harrell.
 Pictures By: Kevin Baker

On November 16th the Safety and Personnel Department celebrated the (50th) birthday of Chuck Pipes with cake and ice cream.



Happy Birthday Chuck from everyone at T.L.I.

Have a safe and happy holiday



Sue Permits