



Transco Traveler

January 2005 Issue

A Great Start for A New Year

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I am looking forward to a great year in 2005 for TLI. I don't care to call 2004 what a lot of head coaches would call a "rebuilding year." We struggled with our growth, made some customer and traffic lane adjustments. We did a lot of things differently, knowing that there would be a difficult period of transition. We also knew that these changes had to be made to improve our company for the future. I look at where we are now and cannot help but feel proud at the success that we have had. We have the best team in operations/dispatch that we have ever had, and our freight and customer base is in great shape. We are working with, and taking care of our drivers. This should keep our trucks staffed with good drivers as we continue to find better opportunities. There are a lot of things going in the right direction, and I will work harder and smarter in 2005 to keep it that way.

Michael C. Barr, General Manager

Do Not Forget PO's

Hi everyone! We hope that you and your families had a wonderful Holiday Season. We wish all of you a safe, healthy, and prosperous New Year.

We need to take a moment to remind everyone of the following. You must get a PO number from the shop on any receipts that you are turning in for expenses incurred fixing anything on a truck, tire, or trailer. We cannot reimburse any shop-related expenses without a PO number. It doesn't matter if it is for 50 cents or \$300.00. We have been receiving a high volume of receipts with no PO number written on them, and have had to take a lot of valuable time from payroll to send Qualcom messages to drivers and follow up with the shop. We cannot continue doing this. Any shop related receipts turned in without a PO number will be left in the envelope and will be reimbursed through payroll when we have what we need to process them.

Mary & Sue: Payroll

Recruiter of the Year

Happy New Year everybody!! I don't know about you guys but I had a good 2004 and if you didn't ,HELLO 2005! Thanks to the best recruiters out there "you folks", my job was a lot easier. Speaking of best recruiter(s), The 2004 Recruiter's of the year are **Mr. Calvin Elkins** and, his better half, **Mrs. Wanda Elkins**. What a job these folks did!! Congratulations from everybody at TLI and a personal BIG THANK YOU from me. Keep up the good work to all of you.

Your Friend, Super Dave

Well, 2004 has come and gone and we are now looking at the beginning of a new year. I think the Operations Department is now well staffed with good people who are wanting to make a difference in this department, as well as improve our company. The end of 2004 showed more stability in the work force, the start of getting additional customers to help complete our need for customer loads, and the decrease of our dependency on broker freight.

Our new office should be completed, and we should be able to move in, by the end of January. This new office will allow us to have more room now, and enable us to expand when the need is here. Hopefully each and every driver will be able to come by to visit us and see how nice this facility is. I encourage you to visit your Fleet Manager and take some time to watch them work, so you will have a better understanding of what happens on a day to day basis.

Remember when you arrive at a shipper send your arrival call, and when you get loaded send the loaded call as soon as you can. The same thing applies when you get to a receiver. Send the arrival and empty call. By doing this, our system stays current for reloads, our customers can track shipments and, if there is a need for detention, we have a document that supports our need.

Communication is always an area that needs improvement, and we are always looking for the opportunity to improve on our end as much as we can. Any time you see the communication process slipping, we would like to know that so we can correct the problem. Utilize the qual-com as much as you can as far as letting us know situations, whether they are company related or personal. At this point, we do not need to worry about over-communicating. Use the qual-when you need, and if you need to call, please do so. We have very updated equipment in both areas.

During these winter months please drive carefully and, remember to keep us advised on any bad weather or situations that we need to be aware of. Thanks for making 2004 a success for us all.

-Victor Nutt; Operations Manager

Preachers Column January 2005

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You may get more about business in this column than scripture but I have said that before and before I get done, the Lord will make his presence known.

2004 is gone, and we survived. We made a few mistakes, but we had our moments of success as well. Our customers have gone through some changes as well, and most will be beneficial for us. We will see some changes but increased business with both FEDEX and Lowes. We started back with Georgia Pacific, and have added a plant or two with International Paper. As we attempt to realign our own business strategy and make our freight more driver friendly by seeking drop / hook freight and less waiting time on what live load / unload remains, there are some accounts that we will probably withdraw from. They just don't get it yet. The days of our drivers being treated like the lowest person on the food chain are over. We, as a company, have long fought for that, and progressive customers finally started realizing that over the last few years. Those are the people we want to do business with.

We are not trying to be arrogant or horsey with anyone but if you, our front line people, don't get treated like human beings, we will make every attempt to either change that particular situation or just simply take our trucks and go play somewhere else. I have no sympathy for people that act like that. Everybody is just trying to do a job the best they can. It is hard enough being on the road 2-3 weeks at a time, with all the trash out there now, and then have to put up with and take abuse off some jerk on a dock somewhere. It's not your fault he got up on the wrong side of the bed. I thank you for biting your tongue, holding your temper, and not knocking some of them off their perch. We do need you to tell us about these folks though and maybe we won't have to go back or, if we do, maybe they will be talking different the next time. It will never be perfect and there will always be some folks like that, but hopefully we can see less of them.

This company lives by its people and all we expect is for someone to treat us as they would expect to be treated. That kind of sounds a little bit like the Golden Rule. I told you the Lord would make his presence known in here somewhere. Jesus' ministry was one of humility, yet even he displayed a little anger at times, as they found out one day when he cleared the temple, but in most cases he acted in humble servitude rather than with power and arrogance. He came to serve, not to rule.

We have to maintain some rules to work by but our constant prayer is that we maintain that same attitude toward each of you. There is no big I and little you in this company. Unless something is going on that requires it being closed, my door is always open and I urge each one of you to stop in for a while when you are in the terminal. Let's have a cup, talk awhile, and just get to know each other a little better. To our new drivers in particular, I have not met all of you yet. You may have stopped through briefly on the orientation tour, but that wasn't for very long. Introduce yourself again and let's talk awhile. I don't bite and I look forward to the opportunity to meet you and get to know you better. If you do stop in, I expect you to speak your mind, both the good and the bad. If we are doing something good or right, it is important that we know it in order to keep something going and if there is a bad situation, we need to try and correct it. 2005 looks very promising, but only you can help make it really good. Let us help.

God Bless and Let's Be Careful Out there

Preacher

E.Wayne Bookout

Sr. VP



Our drivers are out of this world....



Lenard's driver of the month is Darrell Box. Darrell has been with TLI since November 2002. He and his wife Gina reside in Hornsby, TN



Marks driver of the month is Leigh Thorne. Leigh has been with TLI since June of 2003. He resides in Oklahoma City, OK.



Team of the month...Michael & Leta Loriaux. They have been with TLI since July 2004. They reside in Rockwall, TX.



Forrests' driver of the month is Don Loop. Don has been with TLI since October 2004. He and his wife reside in Peru ,KS.

2004

Driver of the year

Frank Michaud

Frank has been with Transco since March of 2001. He is in Lenard's fleet. He and his wife Vanessa reside in Salinas, California.

Team of the Year

Shelton & wanda Daniels

Shelton and Wanda have been with Transco since May of 2003. They reside in Plymouth North Carolina.

Recruiter of the Year

Calvin & Wanda Elkins

Calvin & Wanda have been with Transco since January 2003. They reside in Lavaca, Arkansas.

Congrats to everyone!!!



T.L.I. Anniversaries

Michael Barr	1/5/98	7 years
Crystal Deering	1/10/00	5 years
Lisa Donovan	1/03/02	3 years
Michael Donovan	1/03/02	3 years
Benny Morast	1/05/02	3 years
Larry Schilling	1/14/02	3 years
Patricia Manning	1/25/02	3 years
Juan Suarez	1/31/02	3 years
Calvin Elkins	1/21/03	2 years
Wanda Elkins	1/21/03	2 years
Jackie Fowler	1/24/03	2 years
Willie Willcutt	1/29/03	2 years
Scott Lapetina	1/08/04	1 year
Tiffany Lapetina	1/08/04	1 year
Bridgett Delancey	1/09/04	1 year
Donald Crisman	1/13/04	1 year
Maureen Crisman	1/13/04	1 year
Jimmy Tilley	1/13/04	1 year
Vickey Tilley	1/13/04	1 year
Johnny Black	1/20/04	1 year
Jon O'Leary	1/20/04	1 year
Stephen Rogers	1/20/04	1 year
Bill Breazeale	1/21/04	1 year
Phyllis Stewart	1/21/04	1 year
Deborah Fowler	1/23/04	1 year
Randy Uresti	1/28/04	1 year
Sherry Uresti	1/28/04	1 year

T.L.I Birthdays

James Kimble	1/03
Frank Spears	1/03
Roy Runyon	1/04
Verlita Brooks	1/05
Mark Hackney	1/05
Donald Crisman	1/06
Norm Houser	1/07
Robert Chapman	1/008
Jeanette Haynes	1/08
Robert Pugh	1/12
Steven Leslie	1/15
Karen Walker	1/15
Robert Peebles	1/15
Toney Sager	1/18
Exzabius Washington	1/19
Calvin Elkins	1/22
Gary Mc CLain	1/22
Kathi Anderson	1/23
Robert Doggett	1/23
Blanch Gable	1/23
William Watkins	1/29
Bruce Peek	1/30



Fuel Stops

I have been monitoring our fuel network utilization very close over the last few weeks, and I'm sure many drivers have gotten phone calls from their driver manager when they fuel out of our Flying J network. Our current network of Flying J fuel stops is working very well to control very high fuel prices. When I first started monitoring our utilization, we were at 70-80%. With daily monitoring & a lot of help from our drivers & fleet managers our utilization is around 95-98%. Quite a bit better than it was, but there's still a little room for improvement. We do have some lanes where it's not practical to use Flying J, simply put, the trucks just don't go by any. We are working on some fuel stop alternatives for those areas. I just want to say thanks to all drivers & fleet managers for your much-needed help in making our current fuel network a success.

Fuel Mileage

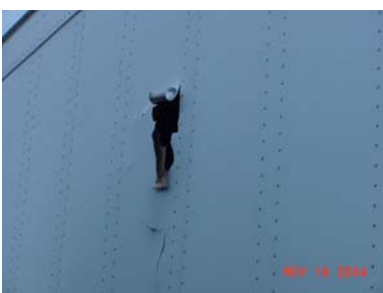
We're waiting on some data for the 4th quarter fuel bonuses, but we should have it shortly & bonuses will be computed very soon after that. After all, our drivers work very hard to maintain good mileage & should be rewarded for their efforts as soon as we can. Since I'm talking about mileage, I thought it would be a good idea to give a pat on the back to the top fifteen fuel mileage trucks for the month of December. Here they are:

Driver / Trk / MPG	Driver / Trk / MPG	Driver / Trk / MPG
1. Duvall - 4363 - 6.6639	6. Bowman - 4462 - 6.4831	1. Busby - 4412 - 6.3608
2. Young - 4440 - 6.5952	7. Gaddy - 4394 - 6.4530	12. Sager - 4535 - 6.2791
3. David & BettyAnderson - 4555 - 6.5604	8. Drennon - 4400 - 6.4195	13. Holokan - 4375 - 6.2786
4. Bruner - 4418 - 6.5594	9. M. Williams - 4368 - 6.3764	14. Smarr - 4519 - 6.2530
5. Schilling - 4388 - 6.5170	10. Smith - 4387 - 6.3696	15. Williams - 4554 - 6.2353

Trailer Damages

I appreciate our driver's efforts to alert us of trailer damage as a result of driver or customer abuse. You are the company's eyes & ears out there so please be aware of things going on around you. Without good trailers there would be no TLI, so pass information along to our shop, after hours dispatch or myself so we can get damages repaired & seek reimbursement from a customer if need be. The bottom line is to keep them moving, it's hard to haul freight without a trailer. The day I sat down to write this, a driver notified me of damage to a trailer by a customer. Without the driver's help, the trailer could have been half way across the country at another customer's yard before the damage was discovered. It would have been very hard to prove where / when the damage occurred & TLI would have been stuck with the repair bill. Now we can hold the customer responsible that damaged the trailer & use the money that would have been spent for a repair bill for something useful instead of throwing it away paying for someone else's mistake. To the driver that reported the damage - Thank you and your help on this will not go unnoticed. I've had a lot of other driver's alert me to other damage as well. I apologize, but I can't list everyone. We only have so much space per article, but rest assured your help will not go unnoticed either.

Thanks to everyone for making my job a little easier to do - Allen





THE NEW YEAR IS HERE..... I want to thank everyone for the outstanding job you do for our customers, and our company. It is that time of year for snow and ice so please be careful. It is more important to arrive safely than not at all. Use your best judgment on this and take care of business. I wanted to list our business principles, # 1 Take care of our customers, #2 Take care of our people, # 3 Honor our commitments, #4 Utilize every resource we have to the maximum, # 5 WORK HARD WORK HARD, #6 Work together and safe, #7 HAVE FUN. If we practice these principles everyday our company will remain one of the best truck load carriers in the country. I know it is a privilege for me to be a part of the TLI family. Everyone have a great January.

Robert Smith, Drivers Relations

SPECIAL NOTE: I wanted to let everyone know that my son is back to 100%, my family, my son and especially myself want to thank each and everyone of you for your prayers and support. I have said it before and I will say it again y'all are some of the best people in this business that I have had the privilege to be associated



James Smarr would like to introduce the newest edition to his family Gregory Mark. He was born on August 28th weighing seven pounds 12 ounces.

