



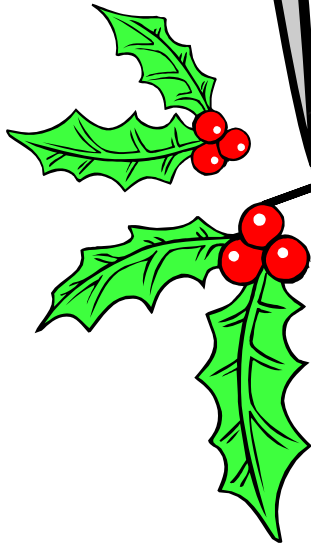
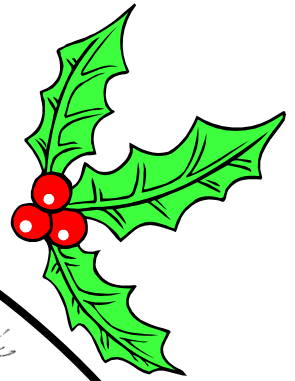
CROSSROADS

A Publication For And About Valued D&T Team Builders

DECEMBER 2005

From The D&T Staff
To You And Yours...
May You All Have A Safe
And Joyous Holiday Season
Followed By Good Fortune
In The Coming New Year

Bob Dule
Bernette Jones
Jeffrey Lucas
Todd Christy
Rabbi Schultz



Mohr

Jeff Bieker
Jordan Mimmichefer
Sandi Swanson

And May God Bless
The United States
of America!

Bill Lundquist

Janie

Jane F. Hunt

Vanet Sen

Jay Math

Ray Bogue



Art Hemenway

meador

Gene Mestel

Will Little

Rex Pratt

Bill [unclear]

MTA to name 2005 'Truck Driver of the Year'

The Minnesota Trucking Association (MTA) will announce the selection of its "2005 Truck Driver of the Year" at the annual Awards Banquet, which will take place Monday, January 16, at the Radisson Hotel in Roseville, Minn.

Competing for the distinguished title are this year's 12 MTA "Drivers of the Month," including D&T Trucking Company's Harold Pflughoeft. This is the sixth consecutive year that D&T has had one (or sometimes two) of its independent contractors named as a Driver of the Month.

The monthly award winners are chosen on the basis of outstanding driving records, work records, contributions to community and industry/highway safety. Combined, the 2005 recipients have 368 years of experience and more than 33 million miles of safe driving under their belts.

"They represent the best in the trucking industry," said Karen Rockwell, Director of Communications of MTA.

But of course only one of them can be the state Driver of the Year and go on to compete for the national title. Making the difficult choice will be representatives from the Federal Motor Carrier Safety Administration, Minnesota State Patrol and MnDOT's Office of Motor Carrier Services.

They will be selecting from—by month—the following nominees:

- JanuaryJoseph Thoraldson, Con-Way Central Express
- FebruaryHarold Pflughoeft, D&T Trucking Company
- MarchArlan Geissler, Coborn's Inc.
- AprilDavid Jorgensen, Fortune Transportation
- MayMichael Eischens, Atlas Specialized Transport, Inc.
- JuneAlbert Beck, Dart Transit
- JulyJohn Simon, Lakeville Motor Express
- AugustCraig Stomberg, SuperValu, Inc.
- SeptemberRonald Lovelace, Kottke Trucking
- OctoberStanley Ferrington, Styer Transportation Co.
- NovemberBruce Simon, Lakeville Motor Express
- DecemberHoward Ronken, Midwest Specialized Transportation

Obviously the odds are against any one individual, but to just be in the running is an honor. For Harold, "it's a great feeling. I'm real happy to have been recognized as a professional," he said.



Harold Pflughoeft, pictured with his truck (and below), is among those competing for the MTA's "Driver of the Year" award.



Safety tips from



Don't use cruise control when the roads are wet. An activated cruise control system that continually applies power and keeps wheels spinning is not safe in snow, ice, slush or rain. Here, the need is to reduce power and wheel spin to maintain control.

Buckle up every trip. . .every time. Every 15 seconds, someone is injured in a crash; every 13 minutes, someone is killed. Seat belts are the most effective means of reducing serious injuries and fatalities and are estimated to save more than 11,000 lives each year.

Happy birthday wishes coming up for . . .

Joseph Appel, Sr.	January 18
Royce Beek	January 19
Carlyle Berhow	January 6
Lukas Daniel	January 27
Pawel Dzimira	January 1
James Grey	January 25
Kenneth Kosbab	January 27
Michael Mihes	January 19
Carl Morse	January 4
Mariusz Okula	January 16
William Paul	January 16
Joseph Schumacher	January 26
David Wallace	January 13
Dean Wallace	January 13

The process of making changes for better health

There have been several stories in the Crossroads this year regarding the "Gettin' in Gear" Wellness, Health and Fitness program designed to motivate lifestyle/behavioral changes in the truck driving profession. D&T Trucking Company is cooperating in this program and encouraging our independent contractors to take advantage of opportunities to learn more about helping themselves to better health.

Behavior change is a process, according to Gettin' in Gear experts. Individuals are always at varying levels or stages of readiness to change "and they are always aware, at some level, of their own state of health and fitness." Those who are ready to give more emphasis to the importance of change "are more likely to make significant lifestyle changes."

The wellness, health and fitness program breaks down the status of behavioral change into five stages.

1. Pre-contemplation—Here, a person has no desire or intention of changing, may be unaware of the need to change or may be deliberately resisting. Information and education are the keys.

2. Contemplation—Individuals in this stage are considering change but are still uncertain, not yet committed and perhaps doubtful about benefits.
3. Preparation—Now the person is actively gearing up for change in the near future but has not yet started. However, he/she knows about the benefits and is mentally ready for a plan of action.
4. Action—The plan has been developed and implemented, and there is a real effort to sustain the change.
5. Maintenance—This is the stage where the individual has continued his/her new habits for longer than six months and is reaping the rewards—"I feel great. I enjoy eating right and the weight loss that has come from it. I've really improved my health and can feel it."

So . . .to "for whom it may concern". . .which stage are you in? And whatever the answer, Gettin' in Gear is here to help.

On the Lighter Side . . .

SNAPPY ANSWER

This man was becoming so argumentative and disruptive that his family insisted he see a doctor. The doctor in turn recommended a psychiatrist, and after much prompting the man finally agreed.

During the psychiatric examination, he grew increasingly annoyed at the strange questions he was being asked. One of them was, "If you saw an ocean-going liner in the desert, what would you do?"

"I'd throw snowballs at it," the man snapped back.

"Snowballs?" the psychiatrist echoed. "Where would you get them?"

"From the same place you got that ship."

* * *

HOW LUCKY CAN YOU BE

Joe parked on the street by a meter, intending to quickly get in and out of a coffee shop. Then he realized he didn't have any quarters. Seeing a meter maid approaching from about a half block away, he shouted, "I'll be right back with change."

"Well," she yelled back, "if the meter is expired when I get there, it will mean a ticket for you."

Inside, he hurriedly explained the situation, ordered coffee, and held out a \$50 bill.

"Don't you have anything smaller?" he was asked.

"No, I don't," Joe replied.

"It's your lucky day, then," the cashier said. "We can't break a fifty, so your coffee is free."

* * *

HE SHOULD HAVE CHEATED

Did you hear about the student who flunked out of medical school? It was because his handwriting was too legible.

* * *

BAD TIMING

It was Christmas Eve day, and the judge was feeling generous as the last person appeared in his court. "Let's see now," he said, starting to thumb through his papers. "What are you here for?"

"I've been accused of doing my Christmas shopping too soon today," the young man said.

The judge looked up inquiringly. "I don't understand," he stated. "That's not a crime. When did you start?"

"Before the store opened."

* * *

KNOWING HER VOWS

Some children at play were pretending to be in a wedding ceremony. The "bride" was asked, "Do you take him for better or worse?"

"For better," she answered.

"For richer or poorer?"

"For richer," the little girl said.

When it's January, it's 'January' in 2006 D&T calendar

In this closing issue of 2005, the Crossroads begins a new series: Tributes to the 12 independent contractors selected as having the "truck of the month" in the 2006 Working Class Pride and Polish calendar published by D&T Trucking Company.

Each month the Crossroads will publicize individually the driver and truck scheduled to be featured the following month in the calendar. In January, 2006 the honoree is—appropriately enough—Steve January, and the other 11 contractors will be similarly recognized in the relevant issue as the year goes on.

This is a well-deserved "duplicate" tribute; text and photos are taken directly from the calendar, although there, the photos are in full color and thus provide a truer picture (pun intended) of the prestigious look of each truck chosen for 2006.

Here's the complete Working Class Pride and Polish lineup in order of appearance throughout the year.

January—Steven January, 1995 Freightliner

February—Donald Warner, 2000 Freightliner

March—Harold Pflughoeft, 1995 Peterbilt

April—James Long, 2000 Kenworth

May—Arthur Scott, 1996 Western Star

June—Shawn Nelson, 2001 Kenworth

July—Garry Meyers, 2002 Freightliner

August—Michael Mihes, 1998 Volvo

September—Derrick Stout, 2000 Freightliner

October—Lavern Pflughoeft, 2002 Peterbilt

November—Artur Karwat, 2000 Freightliner

December—Christopher Hilgart, 2002 Kenworth



Congratulations to all of the above.

Equipment (and driver) of the month for January

By his own admission, Steve January got off to a "rocky start" as an owner-operator about six years ago, after spending most of the 1990s as a company driver. He wanted the challenge of being an independent businessman, but the initial costs were far beyond his expectations.

Still, he survived the difficult early months, rising to the challenge to turn his venture around, and becoming a successful independent contractor, especially after joining D&T Trucking Company in September, 2004. He had checked around, talked to D&T drivers and looked at this motor carrier and "saw a professional operation, clean, neat and organized, and that's the way I try to be," said Steve.

Now he's getting "good freight," is home weekends and is running fewer miles and yet generating more income than with his previous association. He's doing it with the same 1995 Freightliner that he's had from the beginning. Immaculate in appearance – a "pretty truck" that has won compliments from other drivers – and in excellent condition, the Freightliner gives Steve no problems and enables him to deliver every load safely and on time.

Then he returns home to Chippewa Falls, Wisconsin and to his wife, LeAnne, and their children, daughters Cheyenne, 12 and Cierra, 5, and son Wade, 10.



Steven January - 1995 Freightliner

Some serious (and not so serious) resolutions for the new year

In 2006, let us promise to . . .

Recognize the good in other people so that they will do the same for us.

Remember that having money is not everything, although it is better than not having money.

Keep our heads about us because that helps to get ahead.

Realize that road rage requires at least two to "play" and that the only way to win the "game" is not to play at all.

Live according to the same high standards that we set for others.

Take care of our health, since this is the only body we have.

Be kind to strangers; they might wind up being our neighbors or relatives.

Think before speaking, because words once spoken cannot be recalled.

Never keep others waiting—especially customers.

Understand that taking "time out" when necessary is not wasting time.

Demand from our lawmakers the same benefits, considerations and privileges that they reserve for themselves.

Continue to work to earn a good reputation, because it never is given to us for free.

Have a sense of humor, which shouldn't be difficult because life is funny.

Learn to say more often those two magical words, "thank you."

Keep practicing our addition so that we are always able to count our blessings.

*May 2006 bring
you so much
contentment that
some will be left over
to spread to others*

Be prepared for bad winter weather conditions

One never knows what winter will bring. Or when. Or where.

The professional independent contractors of D&T Trucking Company therefore understand the need to be ready for anything at this time of year. Of course preparation and awareness are always the words of the day in trucking. But this is especially true in bad winter weather driving conditions. Here then are some common sense safety tips for such situations.

Personal Preparation

- Make sure you're rested before starting out.
- Bring along cold weather clothing (insulated coveralls or snowmobile suit; insulated boots and gloves; stocking cap, etc.)
- In your survival kit, include kitty litter for traction walking.
- Have with you candy bars and/or other snacks, flashlights and spare batteries; slow-burning candles and matches

Vehicle Preparation (Thorough Pre-Trip)

- No cracks in belts.
- Hoses pliable, not brittle.
- Fluids—all full.
- Clean, unobstructed windshield
- Clean lights (to see and be seen).
- Tires properly inflated and with proper tread.
- No twisted or broken chains.
- Full fuel tank (never less than half full).
- Spare fuel filters on board.
- No ice or snow on steps, deck plates, handholds, wiring, air lines (and drain water daily from fuel tank and air lines).

Trip Preparation

- Check weather forecast for areas through which you'll be traveling.
- Map out route, including fuel and rest stops.
- Start early and plan for delays.

Preparation on the Road

- Start slowly and test road conditions.
- Adjust speed and following distance to allow enough time to react to unexpected problems.
- Stay under control—speed steady, no sudden movements or engine braking that would cause loss of traction.
- Always wear your seatbelt.
- Be especially careful on bridges and in shaded areas where ice forms first and lasts longest.
- If conditions are causing you to drive slower than your minimum, be prepared to get off the road.

This n' that about the calendar contractors

From interviews for the 2006 Working Class Pride and Polish calendar, here's "a little of this, a little of that" . . . some collective information from and about the contractors, details you don't HAVE to know, but. . .so what!

- On average, the contractors have 14.5 years of experience as a professional truck driver.
- Average length of time as an owner-operator: 10.6 years.
- Driver who has been trucking the longest: Garry Meyers, 33 years.
- Collectively, the 12 independent contractors have 32 children, 15 grandchildren and three great grandchildren.
- Members of the D&T Hall of Fame: Chris Hilgart and Harold Pflughoeft (note: all of the drivers have excellent safe driving and on-time records; the Hall of Fame is for those who have reached a stipulated number of years as Safe Driving Achievers with the company).
- Two brotherly connections in the calendar: brothers Harold and Lavern Pflughoeft and brothers-in-law James Long and Shawn Nelson.
- Two father-son combinations with D&T: Long's father, Jerald, and Derrick Stout's father, Jimmy, are also members of the contractor team.
- Uncle Don: Don Warner is Derrick's uncle.
- Quickie quotes: A few examples from driver interviews.

"I keep up my truck and, if something should be done, I don't leave it until next week." — Art Scott

"The calendar is a good way of telling customers about D&T and letting them know how well we drivers take care of our equipment." — Mike Mihes

"I always wanted to be in the calendar. Now that I am, I feel lucky and proud." — Artur Karwat.

Highway to Health

In this season for making resolutions for the New Year, quitting smoking should be at the top of the list for many people. Frequent and long-term use of tobacco products—cigarettes, cigars, pipe, tobacco chewing—is a leading, but preventable, cause of illness and death in the United States.

These products are implicated in all sorts of disease leading to shortened life spans, it has been pointed out in the “Gettin’ in Gear” Wellness, Health and Fitness program for commercial truck drivers. The risk of cardiovascular disease, for example, is substantially increased by smoking. Also, smoking is involved in about 30 percent of all cancer deaths and is the leading cause of chronic lung disease.

The prevalence of smoking is disturbing. In 2002 the National Cancer Institute estimated that 23 percent of all men and women in the U.S. are regular cigarette or cigar users. And in the trucking industry, research and surveys have found that approximately half of all drivers are smokers or, in many cases, chew tobacco. This does not bode well for long-term driver health.

Aside from the health factor—obviously most important—there are economic reasons for making, and keeping, the resolution to stop smoking. It will result in significant savings on medical bills and insurance premiums. Not only that but tobacco products are expensive and getting more so. Add up, for instance, the cost of a pack of cigarettes, multiplied by the number of packs smoked per week, multiplied by 52 weeks a year.

Quitting smoking isn’t easy. It requires commitment, a plan, support from others, coping with the urge to resume. It also takes time—maybe months or even years. But success is possible; millions of people are achieving it each year. Many have had to try a number of times to break the habit. But they didn’t become discouraged; research in fact indicates that the more times a person tries, the more likely it is that he/she will succeed.

So to those for whom this subject is relevant, take that vital first step and decide positively to quit. This is one area where it’s okay to be a “quitter.”

Shop wisely when buying online

Although the holiday shopping season is almost over, retailers still hope that their stores will continue to be crowded with people waving credit cards. Realizing this, other people cringe at the thought of facing long lines and packed parking lots and opt for going online.

If that’s you, we suggest that you do your homework first to be sure that the “bargains” are as good as they seem. Here are some guidelines:

- Locate the online retailer’s contact information and verify that there is a mailing address and phone number. This will allow contact with the company if there is a problem with the purchase.
- Review the product description carefully to ensure that the item is not used or refurbished.
- Once a product is selected, compare prices through websites like www.mysimon.com or www.bizrate.com. Don’t forget to include shipping and handling costs in the tally; these can vary widely.
- Review the return policy. Is there a restocking fee? Who is responsible for return shipping?
- Examine the website’s privacy policy to see what type of information they are obtaining and how they will use it. Verify that private information will not be sold or rented to third parties.
- Before entering your credit card number, be sure that the web page is secure. Never email financial information.
- Print out receipts from all online purchases and reconcile them with your credit card statements.

Psychological ways to be smoke-free

Many people who have tried repeatedly to remain smoke-free say that the problem in beating the habit is psychological rather than just the physical addiction itself. So here are some steps to using a little psychology in your favor.

Stay out of trouble. Avoid places and events where there is a temptation to smoke.

Get in with the quit crowd. Hang out with nonsmoking friends. Get some nonsmoking time under your belt before getting together with smokers again.

Keep your mouth busy. Use oral substitutes such as sugarless gum, or hard candy, raw vegetables such as carrot or celery sticks, or a handful of nuts or sunflower seeds.

Change your routine. Take a brisk walk instead of a coffee break. Reach for juices or water instead of alcohol. Break the habit of doing things out of habit.

Keep your hands busy, too. Try exercise or “hand” hobbies such as needlework or wood-working.

Hang 10. About to light up? Remember one word: delay. Waiting 10 minutes can often help you move past the immediate urge to smoke.

Inhale. . . fresh air. When the urge strikes, breathe deeply. You used to breathe like this when you inhaled smoke. Now picture lungs filling with crisp, clean air instead.

Remind yourself of why you decided to quit. Carry a list of reasons and refer to them whenever you’re tempted.

Reward yourself each time you resist the urge to smoke. Drop coins in a coin jar and periodically “cash out” to buy yourself a treat, such as gourmet chocolate or a new CD.

But if, in spite of all of the above, you still find yourself lighting up, that’s no reason for despair. It doesn’t mean that you’ve failed, only that you have momentarily lapsed. So think over what led to it, and resolve not to let it happen again.

January anniversaries of service with D&T

CONTRACTORS

- 25 Years - Edwin Hohneke
- 16 Years - Kenneth Kosbab
- 5 Years - Piotr Swiatek
Duane Rubner
- 4 Years - Tryan Winston
- 2 Years - Artur Karwat
- 1 Year - Pawel Dzimiria

Shop Talk

By Mark Wells

Diesel Particulate Filters

On December 21, 2000 the EPA signed emission standards for model year 2007 and later heavy-duty highway engines. What's the concern about diesel emissions? According to the EPA website (www.EPA.gov) diesel emissions are responsible for a variety of problems from asthma attacks to premature death. Reduction of diesel emissions is expected to have tremendous public health benefits. From the EPA website...

"An estimated 8,300 premature deaths, 5,500 cases of chronic bronchitis and 17,600 cases of acute bronchitis in children will also be prevented annually. It is also estimated to help avoid more than 360,000 asthma attacks and 386,000 cases of respiratory symptoms in asthmatic children every year. In addition, 1.5 million lost workdays, 7,100 hospital visits and 2,400 emergency room visits for asthma will be prevented."

One of the primary components responsible for reducing diesel exhaust emissions is the Diesel Particulate Filter or DPF. Diesel particulate filters are devices installed on diesel powered vehicles to collect particulate matter (soot particles). DPFs will be installed as original equipment on 2007 model year vehicles; a typical installation incorporates the DPF into the muffler. Diesel particulate filters are very efficient, removing more than 85% of particulate matter and hydrocarbons. The filters operate by forcing exhaust gases through a porous cell, which traps the particulate matter. A catalytic reaction regenerates the filter, eliminating the trapped particulate. That process, known as regeneration, relies on high exhaust temperature to keep the DPF clean. To maintain exhaust temperature in the proper range, some systems inject fuel into the exhaust ahead of the DPF. Another means of keeping exhaust temperature high is to reduce engine horsepower so an engine "sees" more load. Horsepower ratings in the low 400 range seem to be the trend in truck manufacturers 2007 offerings. Volvo/Mack reports that the average fuel economy observed during field-testing of '07 emission compliant tractors was a dismal 5.3 mpg.

DPF technology has several drawbacks, most of which result in increased operating expense. While the EPA originally estimated the new regulation would add less than \$1,000 to the cost of each engine, the American Trucking Associations estimates that it will add \$11,000 to \$15,000 to the price of new trucks. Also, DPFs will require periodic cleaning. The EPA mandates that DPFs be maintenance free for 150,000 miles but many variables will have an effect on DPF performance. Electronic sensors monitor exhaust restriction and indicate when service is required. If the DPF becomes too plugged, engines will shut down to prevent serious damage. Engines with high oil consumption (more than 1 qt per 1000 miles) will require the DPF to be cleaned more frequently. Operation at low load or idling for extended periods will also shorten DPF service life. Keeping the cab warm will require the use of an auxiliary power unit or cab heater.

Diesels equipped with DPFs require the use of Ultra Low

Sulfur Diesel (ULSD). While a DPF can tolerate a small amount of high sulfur fuel, extended use of high sulfur diesel can ruin the catalyst, rendering the DPF unusable. New diesel fuel regulations will limit the sulfur content in on-highway diesel fuel to 15 ppm (wt.), down from the current 500 ppm. Refiners will be required to start producing ULSD fuel beginning June 1, 2006. For retail stations and wholesale purchasers, highway diesel fuel sold as ULSD must meet the 15 ppm sulfur standard by September 1, 2006. Opinions on the cost of ULSD vary. The EPA estimates the cost of reducing the sulfur content of diesel fuel will result in a fuel price increase of approximately 4.5 to 5 cents per gallon. Other sources aren't as optimistic, reporting a potential increase of as much as 20 cents per gallon.

This new round of emissions standards is clearly another challenge for the trucking industry to overcome. As individuals, owner operators will need to find a way to cope with the changes. If you anticipate purchasing a new tractor in the near future, consider doing so prior to the release of 2007 models. You stand to save thousands of dollars on the initial purchase price and maintenance costs over the life of the vehicle.

Miscellaneous notes

Two independent contractors previously associated with D&T Trucking Company have returned. Welcome back to Scott Chestnut of Altoona, Penn. (No. 1676) and Michael Bolduc (1673), Zumbrota, Minn.

* * *
Equipment change: Derrick Stout, from No. 1471 to 1675.

* * *
Reminder: If you haven't yet gotten your 2290 form to Bill Lundquist, don't forget that the deadline is December 31.

The D&T Trucking Company



A publication for and about
valued D&T Team Builders

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Member

A year-end message from D&T Trucking Company

As another year draws to a close, it is, typically, time for a review and preview—what took place in 2005 and what might we expect in the future..

Regarding the past 12 months, they demonstrated—as did the years before them—the wisdom of the philosophy upon which D&T Trucking Company was founded more than 46 years ago (on April 17, 1959 to be specific): A strong safety program; an emphasis on high quality equipment; the kind of commitment to customers that leads to account retention; professionalism in the office and shop as well as on the road; and dedication to the principle of an owner-operator fleet exclusively.

This philosophical foundation paid off. . .again. . .in 2005. While there were, pardon the expression, bumps in the road, such as a troubling pattern of fuel costs, D&T maintained its tradition of doing well for both the company and our team of independent contractors. Through the process of adding new customers and retaining old ones, there was a continuing wide selection of loads for any contractor, and fuel subsidies further aided the drivers' financial picture.

Also in 2005, D&T's on-time record remained in the high 90 percent range, driver turnover was much lower than the industry norm, and there was an increasing number of contractor referral programs designed to add qualified drivers.

As for the coming year, the only certain statement that can be made about the trucking industry. . .or the economy. . .or the stock market. . .or any other facet of our lives is that no one knows for sure what the future will bring. But, we are optimistic and will prepare by being faithful to what has worked so well in the past.

This then is D&T Trucking Company's resolution: We will continue to adhere to the policies that have earned us the trust, loyalty and respect of employees, contractors, customers and suppliers.

Thank you to all, and we wish you and your families much health and happiness in 2006.