

CROSSROADS

A Publication For And About Valued D&T Team Builders

JUNE 2006

Sleep apnea has implications for trucking industry

Jim Walker, Director of Safety and Compliance for D&T Trucking Company, returned from a June 1 health and wellness seminar with this message for the Crossroads editor: "We have to write (in the Crossroads) about the trucking industry problem of sleep apnea."

While this condition was not the only matter on the seminar agenda, it was among the most serious and obviously has dramatic implications in any discussion about driver fatigue and performance. One trucking company represented on the panel at the seminar reported that, in a sample testing of its drivers, 28 percent were deemed at risk for—or diagnosed as having—sleep apnea.

First described in 1965, the condition is a sleep disorder characterized by brief interruptions of breathing during sleep. Its name comes from a Greek word, apnea, meaning "want of breath."

The number of involuntary breathing pauses in a given night may be as high as 20 to 60 (or more) per hour. These pauses are almost always accompanied by snoring between episodes, although not everyone who snores has sleep apnea. The condition also can include choking sensations.

There are consequences to frequent interruptions of deep, restorative sleep. People with sleep apnea often feel very sleepy during the day. They may have an early morning headache and experience symptoms such as irritability and depression. Their concentration and daytime performance suffer. They may fall asleep while at work, on the phone, or driving.

Drivers who have untreated sleep apnea are at least three times more likely to have accidents. And it has been shown that the condition may be associated with, or increase the risk for, high blood pressure, heart attack and stroke.

That's the bad news. The good news is that sleep apnea can be treated. In some cases, behavioral therapy may be all that is needed. Overweight persons can benefit from shedding pounds. Even a 10 percent weight loss can reduce the number of episodes. Also, those with apnea should avoid the use of alcohol and sleeping pills, because these prolong breathing pauses.

For the trucking industry, the message is clear—whether about sleep apnea, other sleeping disorders, or health risk factors in general. Healthy lifestyles lead to safer driving practices. Taking personal responsibility for one's own health is necessary, of course, but motor carriers and their drivers can also work together, and drivers can support and motivate each other, to achieve fitness and wellness objectives.

"D&T Trucking Company encourages our independent contractors to take advantage of all of the materials and information we have available to you," said Jim Walker. "Safety and health are always the primary goals for the company, the driver and his/her family."

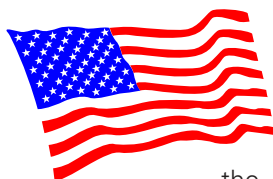
Seek medical help if apnea is suspected

Sometimes someone else is the first to suspect that an individual may have sleep apnea or some other type of sleeping disorder. And often those with apnea do not know that they have the problem or may not believe it when told. Nevertheless, it is important that the person take action by seeing a doctor.

Sleep disorders are treatable, and the doctor can evaluate the problem and/or refer the person to a specialist who has special training in sleep medicine. Many of these specialists work at sleep centers where overnight studies can take place.

For more professional information, visit the National Sleep Foundation website at www.sleepfoundation.org.

'Go Fourth' safely!



Have an enjoyable Independence Day holiday on Tuesday, July 4, and a safe one, too. Be careful if or when you and your family are around those fireworks, and use caution on the road as well. And may we also say, Happy Birthday to the good old USA!

May God bless America!

A familiar story: The search for quality drivers

The skilled, professional driver is in demand today. As he/she was yesterday. And will be tomorrow.

This familiar matchmaking story is being retold continually in the trucking industry. Every motor carrier, D&T Trucking Company included, is always searching for quality drivers. Drivers in turn constantly seek the company where they will feel most comfortable.

Fitting the two parties together often is no easy challenge, and no one knows that better than Bill Lundquist, the Recruiter at D&T. In a sense, Bill "markets" D&T to drivers just as much as D&T markets its services and capabilities to customers.

Among the indicator's of success for a motor carrier, in its on-going match-making process, is driver turnover. As pointed out by one industry analyst, our company's turnover rate "is very low compared to what is common with other owner-operator fleets. You have a very good driver selection program; work well with drivers in areas such as training, the importance of pre-trip and post-trip inspections and problem-solving; and go out of your way to communicate with drivers. From my observations and conversations, drivers like it at D&T. I see a positive atmosphere there."

That indeed is an integral part of the message being conveyed by Lundquist, who, before joining D&T in May, 2004, had 26 years of industry experience as a driver and in operations and safety functions. In response to a question about his recruiting philosophy, "I try to put myself in their (the driver's) shoes, what they want, what I would want, from a trucking company," said Bill. "Overall, they need a company and people they can trust."

Here are some of his other responses in a question-and-answer session with the Crossroads.

Question: What do independent contractors ask when you first talk to them.

Answer: Well, they always want to know about pay, of course, and D&T is very much competitive on that score. We pay very promptly, and they naturally like that a lot. Getting home as much as possible is a big factor. And I also tell drivers about how new and how well-maintained our trailers are. Many owner-operators come from places where they have had trailer breakdowns on the road. This (downtime) will affect their overall revenue.

Question: How about first impressions of D&T as a company.

Answer: There is a very positive in-house atmosphere here and a very high quality of commitment by the company to both administrative people and to independent contractors. The complete package offered to operators makes it easy for me to talk to them. They are our business partners, that's the philosophy at D&T, and we have been a 100 percent owner-operator fleet since the founding of the company in 1959.

Question: Are drivers also concerned about the people they will work with directly at D&T.

Answer: Definitely. The years of experience of our staff, the dispatchers, the customer service people, and the dedication they have to the welfare of the drivers, makes it easy and good for independent contractors to work with them.

Question: Once you have brought a new contractor on board, what then.

Answer: Actually, recruiting never stops. It is a vital element of our retention program. We always want to know our contractors personally, continue to provide them with reasons to stay here, help them in every way we can and in whatever they need. That's why D&T has one of the best records of driver retention in the industry.



Bill Lundquist brings a comprehensive trucking record to the recruitment process.

Six contractors recognized as Safe Driving Achievers

Being accident-free throughout the year, and year after year, is a significant accomplishment in the trucking industry—or for motorists, for that matter. In May, six independent contractors reached their anniversary month as a Safe Driving Achiever with D&T Trucking Company.

This record shows how much pride they take in their driving. And their focus on safety has immense meaning to their families as well as to D&T and our customers. So we are pleased to list them below.

- 26 Years - Richard Wallace
- 21 Years - Gary Stewart
- 20 Years - Timmy Wallace
- 5 Years - Nathan Jensen
- 4 Years - Jeffrey Allguire
- 3 Years - Todd Kohnen

There are reasons why so many drivers stay with (or come back to) D&T

And here are some of them

"I like the personal relationship—you're a name and not just a number."

"Some drivers think the grass is greener somewhere else. They listen to promises from other motor carriers, think they'll make more money, and find out that isn't true. That's why I came back to D&T."

"They pay you right away at D&T. You don't find that at a lot of other carriers."

"I like the stability here. This is a solid company financially, has been around a long time, and cares about its owner-operators."

"There is flexibility at D&T. You can choose to take (or not take) a load, and there's always plenty of loads to choose from."

"I came here because of all the positive things other drivers had to say about the company. And they were right."

"D&T really understands the needs of its drivers. Bob Dolle (the company owner) and others are always willing to listen to you and talk to you if you have a problem."

"I like getting home weekends."

"I appreciate the recognition and bonus programs at D&T. It's nice to be honored for doing our job professionally, driving safely, being on time."

"D&T's shop is number one. I like pulling good equipment, and the shop keeps the company's trailers as clean and well-maintained as any I've seen."

"There are very cooperative dispatchers at D&T, and you can trust the people here."

Make a family vacation satisfying for everyone

Planning a family vacation this summer? Here are some tips from travel experts that will help to make every family member feel that he/she is involved and also to fit varying opinions into budgeting requirements.

The beginning—Sit down with everyone and let them know that their input is important. Do extensive research on the destination(s), number of vacation days, etc. in order to ensure that decisions are feasible budget-wise.

Share responsibilities—Assign appropriate tasks to individual family members (booking reservations; getting brochures; planning activities, etc.).

Seek the best deal—When staying at a hotel, don't just settle for the first rate offered. Ask about special discounts for seniors, veterans, auto club members, etc. and consider places that take coupons.

Be prepared—Make an itinerary (while allowing for flexibility) in advance so that the actual vacation days are not overly consumed with planning and preparing for things to do.

Bring appropriate clothing—Why pay tourist prices for clothes that have to be purchased at the destination?

Remember the necessities—These include prescription medications as well as over-the-counter drugs, sunscreen and other items that, if available at the destination, might be overpriced.

Allow for individuality—Depending on the ages of those involved, not all family members necessarily have to be doing the same thing at the same time. Leave room for individual decisions/experiences/explorations, including taking time out for yourself.

Have a good summer and, if you're driving, be defensive about it!

(Editor's note: Going on vacation? You most likely will return not only with pleasant memories but with some great family pictures, which the Crossroads will look forward to using. Please get them to Bill Lundquist. We thank you).

Penalties are costly for violations in work zones

In the May issue of the Crossroads, there were two stories of particular relevance during this season of road construction. One was about the alertness required in road work zones, and the other dealt with the problem of driver behavior and distraction.

To that can be added the factor of penalties. As well as being dangerous, speeding in a construction zone can be costly. About two-thirds of all states double the fines for speeding that takes place in a work zone. Some of those states also double the penalties for other moving violations as well. And a handful of states impose sentences of jail time or community service for offenses in construction areas.

A good rule of thumb to avoid the above: Approach road construction with the same caution, patience and common sense as would be required when driving in poor weather conditions. Pay attention to and follow instructions posted on warning signs, maintain a safe following distance, watch out for construction workers and vehicles and, for sure, anticipate the possible actions of other drivers.

Contractor referral program pays off

Here's a question for independent contractors of D&T Trucking Company. If you saw, let's say, a \$100 bill on the ground, would you bother to pick it up? For all those who answered "yes"—which should be everyone—you should know that picking up money is almost that easy for contractors who help recruit qualified owner-operators for the D&T driver team.

The payoff is as follows: (1) a \$250 bonus for the referring contractor when his/her referral starts with D&T, and (2) also for the refer-ee, one cent per mile, paid quarterly, for every mile run by the new contractor for the next 12 months. In other words, 10,000 miles each month by the referral means \$100 picked up monthly, and distributed in quarterly increments, for the referring driver.

This bonus money can accumulate significantly for those participating in the program. For example, if you recruit one new contractor each month, a nest egg will ultimately be created for monthly tractor payments or other cash needs.

And all that is required to potentially begin the financial windfall is to talk about D&T with other interested drivers. That should be easy, because owner-operators are always looking for the "right fit" with regard to a trucking company to join.

Moreover, adding contractors doesn't take loads or choices away from existing D&T team members but rather increases the capabilities of D&T Trucking Company for serving present as well as new customers. This can result in more opportunities for the entire contractor team—a win-win proposition for everyone.



On the Lighter Side . . .

JUST CHECKING

In preparing for a short vacation trip for her and her husband, Marlene made a list of items to take, checked each item off as she packed it, and left the list inside the suitcase. At the hotel she opened the suitcase and realized immediately that airport security had been at work. Things were not exactly in the same position in which she had originally placed them.

"Well, at least they were neat," Marlene observed as she indicated to her husband how well clothing had been refolded. Then, picking up her checklist, she added, "and they also were very thorough."

"What do you mean?" he asked.

She pointed to an item that was circled. Below, someone had written, "You may have checked this, but I can tell you that you forgot the toothbrushes."

* * *

A DESERVING EXPERIENCE

It was the policy of the oil company to have its field supervisors tour their area, remain aware of competitive pricing, and personally inspect their company's service stations. At one of the stops, the supervisor pumped gas, filling the tank, and then went inside to pay and look around.

Approaching the register, he took out his wallet and gasped, "Oh my gosh!"

"What's the matter?" the attendant responded.

"I left my credit card at home," the supervisor said embarrassedly, "and with the price of gas today, I don't have enough cash with me."

* * *

FOR OLD-TIMES SAKE

Old lawyers never die, they just lose their appeal.

Old magicians never die, they just disappear.

Old accountants never die, they just lose their figures.

Old doctors never die, they just get out of practice.

Old musicians never die, they just get tuned out.

Old electricians never die, they just lose their spark.

Old housepainters never die, they just change their residence.

* * *

RECOGNIZE YOURSELF?

As the cruise ship's photographer was on request taking pictures of passengers, he told each subject that the prints could be picked up the next day.

"May I please have a claim check?" one of them requested.

"Why do you need that?" wondered the photographer.

"Well," came the indignant answer, "I have to know which picture belongs to me!"

* * *

SHOOTING STAR

And did you hear about the circus human cannonball who decided it was time to retire. His employer pleaded with him to reconsider because, he explained, "I will never be able to find someone else of your caliber."

From the 2006 Working Class Pride and Polish calendar Equipment (and driver) of the month for July

Garry Meyers is an independent contractor who does not like to move around from company to company. So when the motor carrier he was with for 13 years went out of business, he researched 62 trucking possibilities, and during this process visited D&T personally since its location was relatively convenient to his Stillwater, Minnesota home.

"I just stopped in," he recalled, "and found out about their immediate pay, their good equipment, how long they've been around, and their dispatch system."

Garry, 56, has now been with D&T for about seven years in a career that began as a company driver in 1972 and changed to owner-operator status in 1979. For 17 of those years, his wife, Lori, was a team driver with him. The couple have two children, Jake, 20 and a college student in Willmar, Minnesota, and Megan, 16.

In all, Garry has nearly four million miles on the road. He handles the "highs and lows" of his profession with a philosophy "to enjoy every day of life, to work to do my job well and, when the next day comes, to do it again."

He characterizes the Working Class Pride and Polish calendar as a "good promotion. It personalizes drivers who keep up their trucks and shows how well D&T does with its equipment. I think customers like the calendar, and they always talk positively about D&T trailers and our trucks," said Garry.



Garry Meyers - 2002 Freightliner

State news briefs

Kentucky

The Kentucky legislature has passed and sent to the governor two bills of importance to motor carriers. The first, effective January 1, 2007, is a primary seat belt law that allows law enforcement officials to stop a vehicle solely to enforce the state requirement to wear a seat belt. The second bill repeals the state and local property tax on interstate motor carrier rolling stock, effective January 1, 2007. The property (or ad valorem) tax will be replaced by a fee on power units calculated by the state annually to compensate local governments and the state for the revenue lost through the change. This fee will be collected through the International Registration Plan by a motor carrier's base state.

Massachusetts

The Massachusetts Department of Environmental Protection is planning a second round of truck inspections. This follows the Department's announcement that it cited 10 truck operators for keeping stopped vehicles running in violation of a state law that limits most engine idling to five minutes or less. State inspectors identified the violators during an enforcement sweep of neighborhood streets, shopping centers, truck terminals and distribution facilities. Cited operators are being required to provide driver training.

New Jersey

The New Jersey Senate has approved a bill making a primary offense for using a hand-held cellphone while driving. The bill, approved 34-0, would allow police to ticket all drivers, including commercial drivers, for using a hand-held cellphone, even if he or she had not violated any other law.

Best wishes on their upcoming birthdays

Andrzej Dajwlowski	July 19
Robert Dolle, Jr.	July 24
Tomasz Garbacz	July 8
Raymond Roiger	July 11
Jimmy Stout	July 23
Charles Swanson	July 8
Martin Ver Kilen	July 30
Pawel Winiarz	July 5

Name dropping

Congratulations to **Gary Anderson** for passing a roadside inspection in May with no violations. Your professionalism is very much appreciated.

* * *

Equipment upgrade report: **Nathan Jensen** from identification No. 1413 to 1692, and **Paul Kruske** from 1678 to 1691.

Shop Talk

By Mark Wells

Recently I had the opportunity to work as an official in the Minnesota Trucking Association Truck Driving Championships. My position as a judge in the pre-trip inspection portion of the competition allowed me to observe dozens of participants as they went through their pre-trip inspection routines.

Their goal was to identify the five major defects and five minor defects that were placed on vehicles similar to the class of vehicle they would be competing in. (3 axle, 5 axle, doubles, etc...). Needless to say, competitors with a systematic approach identified more defects and scored much better than those with poor pre-trip inspection routines.

Owner-operators can benefit from developing the same type of systematic approach to pre-trip inspections. Vehicle breakdowns and expensive repairs on the road can be prevented. Delivery schedules won't be interrupted by breakdowns or out-of-service violations from roadside inspections. And most importantly, accidents can be avoided.

When done in a systematic manner, a thorough pre-trip inspection does not take much time. Here are some general guidelines that can be used to help develop an effective pre-trip inspection routine.

1. Note the general condition as you approach the vehicle. Are there signs of fluid leakage on the ground? Is there any body damage that was not visible previously? Is there any debris that may have been left nearby that could cause a problem when you drive away? If you parked during hours of darkness, you may not have seen problems that exist.
2. Check the engine compartment. Check fluid levels, belt condition, look for frayed or broken wiring and any other indication of a potential malfunction.
3. Enter the cab of the truck. Start the engine and check the gauges. Make sure oil pressure and air pressure reach safe operating range, temperature gauge rises to

normal range and warning lights or buzzers are operable. Physically check the steering wheel, seat belt, clutch, brake pedal, parking brake, windshield wipers and horn. Check that the mirrors are adjusted properly. Are the mirrors and the windshield clean? Check for emergency equipment (fire extinguisher, reflective triangles, spare fuses). Now, turn off the engine and turn on the headlights and four-way flashers.

4. The walk around inspection.
 - At the front of the vehicle, check the headlights (both low and high beam) and the front four-way flashers. Then turn off headlights and flashers and turn on clearance, right turn and parking lights.
 - At the front, check the condition of the suspension and steering components, reflectors, clearance lights and right turn signal.
 - On the right side, check tires for wear, cuts, bruises, bulges and low inflation. Check wheels for lug nut tightness and cracks. Watch for rust marks, a sign of loose lug nuts. Check the fuel tank mounting and fuel cap and examine for fuel leaks.
 - Check brake condition for adjustment and loose or worn components. Check suspension system for broken or loose leaf springs, defective air bags or U-bolts. Check the condition of all hoses as you proceed. Look for cracks in frame or cross members, missing bolts, bent or missing parts.
 - At the rear, check right turn signal, reflectors and clearance/parking lights. Check for the presence and condition of mud flaps and the rear ICC bumper.
 - Return to the tractor, switch on the left turn signal and follow the same inspection routine on the left side.
 - Before restarting the truck, release the parking brakes and apply your brakes. Listen for air leaks and watch the air pressure gauge for air loss. When you are satisfied that there is no air loss, set the trailer brake and pull against the kingpin to make sure the fifth wheel is securely coupled.

Referral bonus update

The following independent contractors have earned quarterly bonus checks in D&T's referral program.

Paul Kruske—first quarterly check for referring Greg Grunert to D&T.

Todd Kohnen—first quarterly bonus for the referral of Anthony Hanvold.

Mariusz Okula—received two third quarter checks, one for Daniel Zielinski and the other for Tomasz Garbacz.

Mark Guenther—earned fourth and final quarterly bonuses for the referrals of David Croes and Brandon Bergman.

Under this program, bonuses are awarded to referring contractors at the rate of one cent per mile for each mile driven by the referral. These checks are presented in quarterly increments for a period of one year from the time the new contractor joined D&T.

July anniversaries of service with D&T

CONTRACTORS

- 27 Years - Dean Wallace
John Hostetler
- 21 Years - Carlyle Berhow
- 11 Years - Marvin Soelle
- 8 Years - Brian Hoppenrath
- 5 Years - Waldemar Satola
- 4 Years - Raymond Shankle
- 3 Years - David Antiel
Paul Green

STAFF

- 5 Years - Jimi Parranto

Coming Soon . . .

The Annual Tribute To D&T
Independent Contractors

NATIONAL TRUCK DRIVER APPRECIATION WEEK

Being Celebrated
August 21-25
At D&T Trucking Company

- *Food will be served*
- *Exhibits and displays*
- *Drawings for prizes* • *More food*
- *Still more food* • *Customer and vendor participation*

*By the way . . . did we mention
the food, compliments of D&T?*

**Looking Forward to Seeing
You . . . More Details to
Follow In The Next Crossroads**

A happy time for the Walker family



Congratulations to Jim and Mary Jane Walker (Jim of course being D&T's Director of Safety and Compliance) on the marriage May 6 of their daughter, Danielle, to Bob Whebbe. The happy couple are making their home in West St. Paul, Minn.

Scene at the 2006 MTA Truck Driving Championships



Attending the weekend event were Duane Rubner's grandchildren, Molly Shannon (left), 18 months, and her sister, Madison, 4.



Independent contractor Duane Rubner represented D&T Trucking Company at the annual Championships competition.



D&T's Mark Wells volunteered as a judge in the pre-trip category.

Highway to Health

A seasonal health topic covered previously in the Crossroads bears repeating. It falls into the category of “there are two sides to the coin.” On the one hand, there is the welcome arrival—either pending or already here—of the heat and sunshine of this time of year. On the other hand is this reminder: It is possible to get “too much of a good thing.”

Intensive activity during high heat conditions has the potential for sudden and possibly serious health problems, even for those who are in good physical condition. And some people, including babies, older and/or overly heavy adults, and individuals with chronic health problems, are vulnerable under the sun even when they are not strenuously exerting themselves.

The common sense summer advice for anyone who is outside for extended periods is to hydrate yourself with plenty of water or sports drinks containing electrolytes and also to take occasional breaks in the shade or indoors. Be watchful, too, for the warning signs of heat stress, which can be categorized in three levels of severity (heat cramps, heat exhaustion and heat-stroke), and respond immediately with appropriate action.

There is a mild threat level with heat cramps, although the symptoms—involuntary spasms, often involving muscles in the back, abdomen and calves—can be painful. The suggested response here is to rest in a cool location, drink fluids and gently massage and stretch the affected muscles.

Among signs of the more serious heat exhaustion could be fatigue, headache, nausea, low-grade fever, rapid heartbeat, dizziness and excessive sweating. Starting treatment for this person: Lying down, with feet elevated, in an air-conditioned or shady location; fluids; loosening clothing and cooling skin. But the situation should be monitored closely, caution the experts, and medical care quickly sought if there is no improvement.

When untreated, heat exhaustion might result in the most dangerous level, heatstroke, which is potentially fatal. Call 911 immediately if observing someone with symptoms such as severe dehydration (the person stops sweating); extremely high body temperature; fast breathing; mental confusion; loss of consciousness.

Of course don't let any of the aforementioned subject matter diminish the joy of summer. Being aware, and prepared (with the proper sunscreen to avoid burning, for example), is just as relevant as it is to be prepared on the highway. So have fun this season while using common sense, doing your own research for the required knowledge and getting medical advice as needed.

5 South Owasso Boulevard
Little Canada, MN 55117

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