



CROSSROADS

A Publication For And About Valued D&T Team Builders

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John Hostetler is D&T's 2007 'Driver of the Year'

A worthy choice

"We couldn't have gone wrong with any of our four Drivers of the Quarter being selected as Driver of the Year. All were deserving. But . . . a choice had to be made, and John is worthy indeed of the honor. I can't say enough about his positive approach to safety and compliance and his awareness that this is a high priority with D&T. He is proud of being a professional truck driver, takes pride in doing his job correctly, and has high standards and a wonderful sense of humor. John is truly an outstanding asset to D&T."

- Jim Walker

*Director of Safety and Compliance
D&T Trucking Company*



John Hostetler (left) is congratulated by Jim Walker upon being presented with the trophy signifying him as the D&T Trucking Company 2007 "Driver of the Year." The award also carries with it a \$1,000 cash bonus.

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The Crossroads holds a 'Q and A' with John Hostetler

Question: How did it feel, and congratulations by the way, being named D&T Driver of the Year? What was your first reaction?

Answer: Thanks. My reaction? It was, like, WOW! It floored me. I didn't expect it.

Crossroads: That's a very nice trophy you got. It's not your first award from D&T, is it, but it must be something special. What will you do with it?

Hostetler: Yes, I have a closet full of awards from D&T, but this is special. I don't know yet where I'll put the trophy. I'm living with my nephew in his house. It used to be my house, and he rented from me. Then I sold him the house and now I'm renting from him.

Crossroads: Speaking of all those trucking awards, how did you become a driver in the first place?

Hostetler: My dad, Solomon, was an owner-operator. I knew from the time I was a little boy that I wanted to be a truck driver, too. We were at D&T together for awhile, and then he was off the road for about 15 years before he died about eight years ago. I credit my dad for my work ethic, for instilling pride of job in me, and for teaching me to "take care of your truck and it will take care of you."

Crossroads: If Solomon were alive today, how do you think he would react to your being Driver of the Year?

Hostetler: Knowing my dad like I did, he would say, "I'm proud of you, boy."

Crossroads: There's also a \$1,000 prize that comes with this award. Any plans for the money?

Hostetler: A vacation bow hunting—on a working plantation in South Carolina. I've been there twice before and am looking forward to another trip.

Crossroads: With regard to the subject of taking care of your truck, what are you driving now?

Hostetler: I have a 2007 Freightliner. It's the seventh truck I've had as an owner-operator. My last truck was a 1995 Freightliner that I ran for 13 years. It had 1.8 million miles on it. I pull my own trailer, too, a 2005 Great Dane, the fourth trailer I've owned.

Crossroads: There's a frequent driver turnover of course in the trucking industry, but you've been with D&T a long time, since July, 1979.

Hostetler: Some drivers are always trying to find the pot at the end of the rainbow. But I just think that if something is working, why try to change it? I'm a loyal person, and D&T has been loyal to me. I appreciated for instance when they got me right home the times when my parents died.

Crossroads: What about being on the road in today's economy?

Hostetler: I love what I'm doing. I enjoy people, but I like my solitude, too. I like the freedom of being on the road. It just suits my personality. My philosophy on the road is just to keep a cool head and respect others. They're just human, too. I plan ahead and don't mind sitting and waiting. Just get the job done and then relax. But sure, you have to love it to be on the road today. But you also have to adjust and adapt to the economy and environment. With the fuel prices, it's human to get discouraged and some guys are just parking it. But with my truck, with 100,000 miles on it now and broken in, driving 60 miles per hour at 1400 rpm with a heavy load, I'm getting about 6.1 miles per gallon. With a light load, at 55 to 57 mph, I'm getting 7.3 miles per gallon. You have to experiment with your truck, driving at different speeds. I'm doing okay, and it also helps that D&T pays the surcharges, unlike some other companies.

Crossroads: So, any other thoughts about the future?

Hostetler: Well, it's natural that there was some uncertainty when Bay and Bay came in. But they said that there wouldn't be any changes, and they have kept their word. I just look to staying on the road for as long as possible.



When Hostetler (left) was Driver of the Quarter for the third quarter, 2007, Dispatch's Ray Roiger presented the award. About this independent contractor, Ray said in part: "John always keeps his tractor and trailer well-maintained, is always on time, maintains an excellent relationship with our shippers and always represents D&T extremely well."

100 Percent Safe Driving Achievers, First Quarter, 2008

Gary Anderson	Dean Dobberfuhl	Steven Keuntjes	Raymond Shankle
Joseph Appel, Jr.	Kevin Everson	Todd Kohnen	Earl Shrader III
David Baggs	Tomasz Garbacz	Kenneth Kosbab	Marvin Soelle
Joseph Beaulieu	Wojciech Gawiec	Joe Lang	Richard Steidl
Donald Beebe	James Grey	Jerald Long	Carl Storrer
Brandon Bergman	Gregory Grunert	Charles Lose	Jimmy Stout
Wlodzimierz Bienia	Anthony Hanvold	Michael Lyons	Tadeusz Strus
Michael Bolduc	Edwin Hohneke	Joshua Malchaski	Charles Swanson
James Boyer	Gerald Holmstrom	Garry Meyers	Piotr Swiatek
John Bracelen	Brian Hoppenrath	Shawn Nelson	Dino Tokin
Dale Bujak	John Hostetler	Charles Noll	David Wallace
Ralph Castillo	Zbigniew Jarzab	LaVern Pflughoeft	Richard Wallace
Francis Collins	Nathan Jensen	Svetoslav Popov	Wieslaw Waliszewski
George Cossaboon	Calvin Johnson	Alan Posthuma	Pawel Winiarz
Mark Crom	Rodney Johnson	Christopher Posthuma	Terrance Zimmerman
Andrzej Dajwowski	Terrance Johnson	Joseph Schumacher	
Urszula Dajwowski	Ryszard Jucha	Jordan Scheidt	

Applications being taken for MTA scholarship program

Applications are now being accepted for financial assistance under the college scholarship program administered by the Minnesota Trucking Association (MTA).

Eligible to apply are high school seniors and college freshmen, sophomores and juniors who are full-time employees or the dependent children of full-time employees of MTA member companies (which includes D&T Trucking Company). The scholarships are one-year, non-renewable awards in the amount of \$5,000.

Now in its ninth year, the program was initiated in recognition of rising costs that have made it increasingly difficult for students to afford to attend public or private colleges; "by offsetting some of these expenses, we can help today's youth," said Scott Stelman, General Manager of D&T, "and our industry and society will ultimately benefit from the ambition, knowledge and energy that young people will contribute to the profession they choose."

Students can apply online at www.goonline.cc (use the access code: MTA). The application can also be downloaded at www.mntruck.org or can be received by mail or fax by calling the MTA at (651) 646-7351.

No violations

The most recent D&T independent contractors to have had clean roadside inspections—meaning passing with no violations—are **Don Beebe**, who has registered the accomplishment twice this year; **Kent Warnke** (also twice); **Max Frederick**, **Dino Tokin** and **Richard Wallace**.

Such contributions to a positive carrier profile indicate how well the contractors present themselves; maintain accurate, up-to-date records; and take care of their equipment. This shows pride and professionalism, and D&T appreciates it and thanks them.

Anniversaries of service with D&T for . . .

In April

CONTRACTORS

- 7 Years - James Boyer
- 4 Years - LaVern Pflughoeft
Charles Noll
- 3 Years - Brandon Bergman
- 1 Year - Nickolas Hansen
Joseph Appel, Jr.

STAFF

- 4 Years - Jeffrey Lucas

In May

CONTRACTORS

- 32 Years - Richard Wallace
- 26 Years - Timmy Wallace
- 24 Years - Gary Stewart
- 7 Years - Nathan Jensen
- 6 Years - Jeffrey Allguire
- 3 Years - Zbigniew Jarzab

STAFF

- 10 Years - Julie Mechtel
- 9 Years - Jeff Bjerke

Spring brings its own set of driving problems

And suddenly. . .it's SPRING! But with the arrival of this fresh and welcome season, there's another side of the coin to consider; the season sometimes brings a spike in the frequency and severity of accidents in the trucking industry as well as in the public at large.

Some drivers might tend to have a false sense of security that can accompany the onset of pleasant weather. They relax too much and relinquish their defensive driving habits as road and weather conditions improve.

Also, with regard to those conditions, spring does have its own set of potential problems—those proverbial April showers, for example. One shouldn't forget that a truck can slide just as easily on a rain-drenched road as in a snow-covered area.

With early spring can come a variety of weather patterns. Even if the daytime high reaches above freezing, overnight lows could create frost patches, frozen standing water on roadways, freezing rain and sleet. In addition, heavy spring rains can result in flooding in low-lying areas.

Another safety hazard is when the frost starts coming out of the earth and bumps arise. The advice is to be alert for road sign warnings and look for indications of damage to the roadways, including pavement crumbling from the frost or eroding of soil around the pavement.

Industry safety experts have spring driving tips that they pass along at this time of year, and these are worthy reminders even for the most experienced and skilled professional drivers.

- Use caution. The first few hours of a rainfall often are the most dangerous as water mixes with the residue on the road, creating a slippery and dangerous combination.
- Have a cushion of time that allows for required reduced speed, traffic delays, flooded roadways, etc.
- Exercise common sense when visibility is poor.
- Control braking before entering a curve or corner and take it slower in rainy weather, when there is greater risk of skidding.
- During wet road conditions, remove your foot from the accelerator rather than using the brakes. Tap brakes lightly if they become wet; make sure they are pulling on all of the wheels evenly prior to building up speed.
- Prepare your vehicle, making sure that these items are in good working order: Windshield wiper blades and washer fluid; tires (tread and proper inflation); headlights (working and clean); brakes; splash guards.

The numbers speak loudly about work zone accidents!

Several years ago, the FHWA compiled statistics on motor vehicle crashes in work zones. The numbers, while from the year 2000, are indicative of a trend that continues to this day, and they send a loud message about the seriousness of the situation—a message that is particularly timely since we are now entering the “work zone season.”

- The number of persons killed annually in motor vehicle crashes in work zones went in a five-year period from 717 to a high of 1,093 (for an average of 829 fatalities per year).
- In 2000, 264 fatalities resulted from large truck crashes.
- On average from 1996 to 2000, 16 percent of all of the fatalities in work zones were non-motorists (pedestrians and bicyclists).
- Over 40,000 people per year are injured as a result of motor vehicle crashes in work zones.
- An estimated 5,000 people were injured in large truck crashes in work zones in 2000.
- Over half of the fatal crashes occurred during the day; about two-thirds of fatal large truck work zone crashes occurred during the day.
- In 2000, almost two times as many fatal work zones crashes occurred on weekdays than on weekends.
- The fatalities occurred most often in the summer and fall months.
- The majority of fatal work zone crashes for all vehicles occurred on roads with speed limits of 55 miles per hour or greater.

The obvious response to all of the above: Slow down and exercise extreme caution around work zones this season (or any other season for that matter).

Here are more reasons for caution in the spring

Aside from uncertain weather in the spring—part of the process of moving into a season of pleasant, warmer temperatures—there are other potential hazards further testing truck drivers everywhere: The emergence of new construction zones, vacationing motorists, campers, RVs, motorcyclists, joggers and other possible threats to safety.

Some operators of RVs and motorcycles, for example, lack an understanding of safe driving—especially around trucks—and some are simply irresponsible. So while spring and the summer soon to follow are seasons to enjoy, they also are times to be especially careful, alert and prepared to react professionally to the mistakes of others.

Cargo theft, driver safety are trucking issues of concern

In the trucking industry, security of the load and safety of the driver are constantly recurring topics. This always-prevalent concern has been greatly heightened in recent years not only because of the memories of the terrorist attacks of September 11, 2001 but also as a result of increasingly sophisticated thievery activity.

Early in this decade, losses from trailer and cargo theft were said to total approximately \$11 billion annually. Today security experts estimate that loss figures might be three times as high and, according to the FBI, such thefts now constitute a "serious threat to the flow of commerce in the United States."

Thieves have evidently become more numerous as well as more adept at targeting high-value loads and moving them quickly; FBI data indicates that stolen cargo generally remains in the hands of the actual thieves for less than 24 hours. Add to that the potential danger for professional drivers often working alone, at night, and sometimes in unfamiliar surroundings, and it is no wonder that there are now programs such as "Highway Watch" and that motor carriers such as D&T Trucking Company have strict protective security policies, procedures and guidelines.

Here for example is a checklist of some D&T requirements for its independent contractors.

- Inspect loads as they are being loaded (or picked up if pre-loaded). The contractor is the only D&T person who can be sure of what has actually been loaded and should always verify what is being hauled.
- The load must be sealed with a D&T or shipper seal and a good padlock. A pin lock is required on the trailer.
- Do not discuss the contents or destination of the load and, when talking on the phone, look around to make sure no one is listening before you mention numbers (pickup, manifest, bill of lading, cash card, etc.).
- Get permission from your dispatcher before dropping a load, and provide the name and address of the trailer drop location.
- Park in safe locations (well-lighted areas with supervision and/or a lot of traffic are much preferred) and create a safe parking environment. Back the trailer against a stationary object—wall or fence, for instance—to prevent opening of rear doors.
- Perform a "walk-around" inspection after stopping and before starting again. Check tires, lights, vehicle condition, signs of tampering, including a broken seal. Approach the truck so as to be able to view three sides; this could alert you to the presence of strangers congregating or waiting by the truck.

Obviously the security/safety problem is substantially greater when the freight is parked than when it is moving; "cargo at rest is cargo at risk" is an old trucking industry expression. But even in transit there are preventive measures that can be taken, and the industry has these safety tips for professional drivers.

1. Be sure tractor and trailer are locked and keep windows rolled up, if possible, until you reach highway speed.

2. Expressway ramps and urban areas can be especially dangerous, because your vehicle can become boxed in. When stopped in traffic, leave enough space in front to be able to pull away if trouble is spotted.

3. Be extra careful after picking up a load; incidents often occur just after pickup, as the driver is heading for the highway. Watch for vehicles following you, and be suspicious of anyone who asks you to stop.

Everyone of course wishes that such concern for cargo and driver would not be necessary. Unfortunately, however, there most likely will never be a time when security is not an issue and, with the problem increasing significantly, precautions are the order of the day.

On the Lighter Side . . .

SOUNDS RIGHT

God was talking to an angel after He had just created the world. "I made a 24-hour period during which it will change from light to dark and back again," God explained, "and this process will keep repeating each 24 hours until the end of time."

"What a great idea," the angel responded admiringly. "So, what are you going to do now?"

"Well, this has been hard work," God said. "I think I'll just call it a day."

* * *

NO SLEEPING HERE

Feeling drowsy, the driver decided to pull safely off the road and take a brief afternoon nap. Soon he dozed off, only to be awoken by a tap on his window.

"Pardon me," a jogger said. "Do you have the correct time?"

"It's about 3:15."

Expressing his thanks, the jogger moved on, and the driver again fell asleep. But ironically enough another jogger came along to interrupt his rest with the same question. After providing the information, the exasperated driver grabbed a sheet of paper, wrote "I DON'T KNOW WHAT TIME IT IS!", and taped the paper to the window.

A few minutes later, he opened his eyes to another tap. Scowling, he rolled down the window and yelled "What?" at the Boy Scout standing there.

"Sir," the scout said politely, "it's 3:45."

* * *

JUST FOLLOWING INSTRUCTIONS

A man as usual was watching television all evening long. On the air when his wife walked into the den was a TV series set in a hospital.

"You know, I never want to be kept alive by some machine," he said. "If I'm ever in a vegetative condition, just pull the plug."

So his wife went over to the TV and unplugged it.

* * *

THE BET GOES DOWN

Two friends were having lunch when one of them remarked, "You won't believe what happened yesterday. The night before I kept dreaming about a horse with the number five."

"Yeah?" his friend said. "Let me guess. Yesterday you went to the track."

"You got it. I put \$500 on the fifth horse in the fifth race."

"Did he win?"

"Nope," the bettor sighed. "He finished fifth."

They didn't win. . .but they all are winners!

When D&T Trucking Company last year initiated its "Driver of the Quarter" program—with one of the four quarterly winners to ultimately be named the 2007 "Driver of the Year"—criteria was well established. Included were safety and on-time performance, personal appearance, equipment maintenance and appearance, customer service and adherence to D&T policies and procedures.

Selection each quarter was far from easy, in view of the many outstanding independent contractors in the company's fleet. So it was an honor indeed for each of the drivers making the "final four"—Charles Swanson (Driver of the Quarter for the first three-month period), John Hostetler (second quarter), Alan Posthuma (third quarter), and Shawn Nelson (fourth quarter).

As pointed out elsewhere in this issue, Hostetler was picked as Driver of the Year. But that doesn't detract in the least from the winning records and accomplishments of the other three candidates, and the Crossroads, through quotes from our interviews, is pleased to provide them with further well-deserved recognition.

Quoting these (Driver of the Quarter) contractors . . .

CHARLES SWANSON



Charlie considers his quarterly award "a real honor."

"This (the Driver of the Quarter) program is a nice and thoughtful thing for D&T to do. People do not generally get a pat on the back for doing a good job. This is a real honor from D&T, no doubt about it.

"I leased on here in December, 2004. Where I was before, I wasn't getting the miles, wasn't making any money, and was looking for the right people to work with. D&T is a nice place to be—the people don't push on you here.

"I'm making more money now and am doing pretty good, taking a load weekly to the East Coast. And D&T does a good job of getting me loads coming back. I'm careful about planning ahead. I know my route, how far I'm going today, where I'll stop, and I know from experience my way around out east. I like running legal and being on time, keep good logs and have always been a believer in the importance of clean inspections and in being neat and clean myself.

"Trucking back and forth is enjoyable to me. I try to avoid traffic jams, but if you're in one you just have to deal with it. I always try to be courteous and to avoid problems and do my best in everything I do."

Rick Pratt, Dispatch, talks about Charlie Swanson:

"It's always a pleasure to dispatch Charlie. He is very good to work with. If we have a special circumstance where we need help, he is always willing and able. His philosophy is that the freight needs to be hauled, whatever the destination. He consistently arrives two or three hours early for pickups and, in most cases, arrives the night before for next day deliveries. This is a truly professional driver.

ALAN POSTHUMA

"I have been an owner-operator for about 30 years and have been associated with D&T since March, 1988. I didn't think I'd be in trucking this long. But I watch my health, watch what I eat, even though that's hard in this kind of livelihood. But D&T has given me a good life, and I just plan to keep doing what I've been doing for as long as I can.

"There are times of course when we (drivers) look around. The grass is always greener, etc. for some owner-operators. But I've been treated very fairly at D&T. There's a personal touch here, and I'm comfortable with the lanes I'm running, with the flexibility of loads, and with my customers. Also, if I needed help from D&T, they would be there for me. Some companies are not like that.

"I have a good driving record, do my best to keep up my equipment and my personal appearance, and present myself decently to customers. On the road I start out by figuring out where I'm going and by leaving early. Traffic is getting heavier, and people are more and more in a hurry. Some of them are rude, they cut you off, and I've seen road rage many times. I ignore it, stay in my lane, watch everything around me, and relax while staying alert."

Maureen Thesenvitz, Safety Specialist, talks about Alan Posthuma:

"Alan is on a first-name basis with many of our customers; he knows them and they know him. He takes great pride in his truck and trailer and his appearance and is very conscientious when loading and unloading to ensure the product count and condition. And when he turns in his logs and paperwork at D&T, they are also correct and complete. When Alan is dispatched, you know that everything will be taken care of properly, from the time he first loads until he's back at D&T."



Posthuma has had "a good life" with D&T.

SHAWN NELSON

"Patience is what it takes to be on the road. Naturally I've been in bad weather, and seen bad drivers—who knows what's going on in their minds—but there are a lot of good drivers out there, too. Whatever the situation on the road, you can't take it personally. You have to learn to be patient and to work on that all the time.

"Still, I enjoy being on the road, although I'm feeling the pinch now, just like everyone else. You have to watch your costs. If you don't, you'll be out of business, and you have to figure out which loads are going to be feasible for you. I'm fortunate with D&T in being able to pick and choose loads, but if Darrold (Darrold Geist, his dispatcher) asks for something, if I can help Dispatch out, I will. He tells you straight.

"I drove a company truck and was an owner-operator in the past before being in construction for 10 years. I decided that I would never be able to do that for another 10 years and so went back to driving. My father-in-law, Jerald Long, drives for D&T, I knew from him that it was a decent company, and leased on in February, 2005. Now, when other owner-operators ask me about D&T, I tell them you couldn't find a better company. That's why I'm here."

Mark Wells, Shop, talks about Shawn Nelson:

"Shawn is the kind of soft-spoken person who flies under the radar. Very low-key, calm demeanor. He doesn't create problems, has a good attitude, and just takes care of business. He is extremely good at taking a proactive approach to maintenance and keeps his equipment in excellent shape. This is a direct reflection and positive representation of our company."



Holding his award is Alan Posthuma.



Darrold Geist (right), shown making the third quarter presentation to Shawn, said he's a "good, on-time driver who is always willing to help out."

Name-dropping

Newest members of the D&T independent contractor team are **Kevin Chilson** of Spring Valley, Wis.; **Dana Barnes** of Michigan City, Ind.; **Gene Thomas**, North Branch, Minn.; **Matthew Gladfelter**, Lewistown, Penn.; **Benjamin Novotny**, Downing, Wis.; **Israel Rondon**, Cleveland, Ohio; and **Joseph Teske**, Spring Valley, Wis. Also, welcome back to a previous member, **Frank Mackes, Sr.**, Effort, Penn.

* * *

Referral bonus update: **Kent Warnke** has received his initial referral bonus check, for \$250, for the referral of contractor **Don Beebe** to D&T. As stated before, these bonuses are easy to earn (because there always are drivers looking for a company such as D&T), and they help to build an even stronger contractor team in order to capitalize on the potential for more loads and opportunities for every contractor on the team.

* * *

The appearance of the D&T fleet has always impressed customers, which is an introduction to the announcement that these two contractors have updated their equipment, **Frank Mackes, Sr.** has the new number of 1770 (old, 1202), and **Tad Strus** goes from 1344 to his new number, 1763.

100 Percent On-Time Achievers, First Quarter, 2008

Jeff Allquire
Gary Anderson
Joe Appel Jr.
David Baggs
Bob Bailey
Joe Beaulieu
Troy Beckers
Don Beebe
Brandon Bergman
Wlodzimierz Bienia
Mike Bolduc
Jim Boyer
Dale Bujak
Don Burton
Ralph Castillo
Paul Christle
Frank Collins
George Cossaboon

Mark Crom
Dean Dobberfuhl
Tomasz Garbacz
Wojciech Gawiec
Jim Grey
Grace Griebel
Greg Grunert
Nickolas Hansen
Tony Hanvold
Ed Hohneke
Gerry Holmstrom
Brian Hoppenrath
John Hostetler
Zbigniew Jarzab
Nathan Jensen
Calmer Johnson
Calvin Johnson
Terry Johnson

Ryszard Jucha
Todd Kohnen
Ken Kosbab
Steve Kuentjes
Joe Lang
Jerry Long
Mike Lose
Frank Mackes
Josh Malchaski
Garry Meyers
Shawn Nelson
Chuck Noll
LaVern Pflughoeft
Svetoslav Popov
Al Posthuma
Chris Posthuma
Jerry Scheidt
Lloyd Schofield

Joe Schumacher
Earl Shrader
Richard Steidl
Gary Stewart
Carl Storrer
Jimmy Stout
Tad Strus
Charles Swanson
Piotr Swiatek
Gene Thomas
Dave Wallace
Dean Wallace
Tim Wallace
Kent Warnke
Pawel Winiarz
Terry Zimmerman

D&T maintains tradition of rewarding performance

Pride of performance characterizes the attitude of professional drivers such as the independent contractors at D&T Trucking Company. Knowing that they do their job well—driving safely, delivering on time—gives them a sense of unique satisfaction.

But still, people like to be appreciated and recognized for their professionalism, and it is with that understanding in mind that nothing has changed at D&T; the long-standing policy of performance awards and rewards remains in effect.

The recognition program runs the gamut of cash bonuses, presentation of savings bonds, special promotions, gift items, awarding of certificates and plaques for outstanding performance, induction into the company's Hall of Fame, etc. Basically the program for many years has fallen into three main categories:

On-Time Achievers—Contractors earn points redeemable for merchandise. Eight points are awarded for 100 percent quarterly achievement and an additional 16 points for delivering every load on time throughout the year.

Contractor Referrals—A \$250 bonus goes to the contractor when his/her referral leases on with D&T. Following that, the referring contractor receives one cent per mile, paid in quarterly increments for a period of one year, for every mile driven by the new referral with D&T—thus, 100,000 miles equals \$1,000.

Safe Driving Achievement—Achievers are awarded a \$50 savings bond for each calendar quarter they run (minimum of 15,000 miles) accident-free. On their anniversary as a Safe Driving Achiever, they also earn a \$100 savings bond or, at their option, a choice of clothing items. As the years of safe driving continue, clothing options expand and the saving bond presentation increases to \$500 and, eventually, to \$1,000. Also, the 10th year is when Hall of Fame honors take place.

In addition, a new element of recognition was introduced last year and is now continuing—the selection of “Drivers of the Quarter,” with appropriate rewards for each winner, and ultimately one of the four candidates being named D&T “Driver of the Year,” an honor carrying with it *especially* appropriate rewards.

Collectively the aforementioned represents an ambitious and extensive company effort, and independent contractors have said many times how much they appreciate it. But this is a two-way road; as pointed out by D&T General Manager Scott Stelman, “we appreciate them, too, and so do our customers. Our contractors have earned all that they receive. They are our business partners and a key component in the success of D&T Trucking Company.”

A few words about Memorial Day

We are a month ahead of ourselves, since Memorial Day doesn't come until May 26. But the next issue of the Crossroads won't be out until after that date, and so perhaps a few words of reminder are appropriate.

Originally called Decoration Day, this poignant holiday is a day of remembrance for those who have died in our nation's service. It evolved from spontaneous separate beginnings in many towns during the initial years following the Civil War and was first recognized officially on May 30, 1868. In 1971, the last Monday in May was set aside as the time of observance of this federal holiday.

Memorial Day now honors not only Americans from the armed forces but also the memories of all loved ones who have died. It is marked by visits to cemeteries, flowers and flags on graves, rifle salutes, wreath-laying ceremonies and silent tributes.

Health questionnaire is useful self-evaluation tool

For independent contractors interested in their own personal wellness, health and fitness issues, a questionnaire prepared by the developers of the Gettin' in Gear program can serve as a useful tool.

The questionnaire is private. It is meant for the eyes of the individual contractor alone. Only he/she will see the answers. But in the process of filling it out, there can be a candid self-evaluation—an appropriate way to begin. And this in turn can encourage participation in the Gettin' in Gear program at D&T and prompt a change in behavioral patterns and habits, thus leading to improved health.

Take a look at the first few sections of what can amount to your health risk appraisal.

GENERAL HEALTH

Mark any of the following that apply to you:

I would rate my overall health as

- excellent
- very good
- good
- fair
- poor

In general:

- I am about as healthy as is anyone else I associate with.
- I seem to have more sicknesses and sick days off from work than others do.
- I have a serious health problem.
- I expect my health to get worse in the next few years.

FAMILY HEALTH HISTORY

Which of the following health problems affected your immediate family members (father, mother, brothers and sisters)?

- high blood pressure
- high cholesterol
- cardiovascular problems such as heart disease, heart attack, coronary surgery, diabetes
- cancer—colorectal, breast, lung, other

PERSONAL HEALTH HISTORY

In the past three years, have you been diagnosed with any of the following medical problems? Mark all that apply.

- high blood pressure (140/90 or higher)
- high blood cholesterol (230 or higher)
- diabetes (high blood sugar)
- coronary heart disease; congestive heart failure; angina; heart attack
- restricted blood flow to the heart or legs; stroke
- asthma
- chronic bronchitis
- emphysema
- bowel polyps or inflammatory bowel disease
- cancer—what type?

The aforementioned sections are followed by questions in other categories associated with health risk issues, including current physical symptoms, physical fitness, diet and nutrition and stress signals. Collectively the honest answers provided privately by you . . . for you . . . can be a vital eye-opener.

See Jim Walker for more information about the Gettin' in Gear Wellness, Health and Fitness program, designed specifically for commercial drivers and available free at D&T. There is much to gain and nothing to lose.

A home advisory. . . just in case

Before going on the road, being prepared—personally and with equipment—is of course standard procedure for professional drivers. And at home as well, preparation just in case of an emergency or disaster can be equally crucial. Here's an advisory readiness checklist for families to consider.

- **Water.** At least one gallon per person for three days for drinking and sanitation.
- **Food.** A three-day supply of non-perishable, high-protein food like energy bars, ready-to-eat soup, peanut butter, etc. It should require no refrigeration, preparation or cooking and little or no water. Remember baby food and formula.
- **Flashlight.** Include extra batteries.
- **First Aid Kit.** With a first aid reference guide.
- **Medication.** All needed prescription and non-prescription.
- **Battery-operated Weather Radio.** Extra batteries.
- **Tools.** A wrench to turn off gas (if necessary), dust mask, screwdriver, hammer, knife, pliers, manual can opener, duct tape, plastic sheeting, garbage bags and ties, whistle.
- **Clothing.** A change of clothes for each person, including sturdy shoes and gloves.
- **Personal Items.** Eyeglasses or contact lenses and solution, copies of important papers, including ID cards, insurance policies, birth certificates, passports, etc.
- **Comfort Items.** Toys, games and books.
- **Cash.** Credit cards and ATMs won't work if there's no power.
- **Sanitary Supplies.** Toilet paper, towelettes, soap, feminine supplies, personal hygiene items, diapers, bleach, disinfectant, etc.
- **Contact Information.** Carry a current list of family phone numbers and e-mail addresses. Include someone out of the area in case local phone lines are out of service.
- **Pet Supplies.** Food, water, leash, litter box or plastic bags, tags, medications and vaccination records.
- **Map.** Mark several possible evacuation routes.

(Source for this checklist: The American Red Cross)

Communicating intentions with proper signaling

(Editor's note: This is the third in a series of five articles—one for each of the five principles—in the Liberty Mutual “Decision Driving” program, which has been developed to promote “a positive approach to safe driving tactics and techniques.” The topic for this issue: Signal Your Intentions Early).



Professional truck drivers following the principles of Decision Driving understand that their decisions should not surprise others sharing the roadway. Effective communication is always required with drivers ahead of or behind you and also with pedestrians, cyclists, children at play, etc.

Letting them know about your intentions is vital, and signaling early gives others time to prepare for your next move. Inherent in this statement is the fact that the professional driver must make sure that others are aware of you just as you always have to be aware of them.

There are of course many ways of communication. Among them: Directional signals, hand signals, headlights, brake lights, four-way flashers, vehicle positioning, eye contact, horn. In each communicative situation, certain signaling techniques are basic to the Decision Driving program.

Take use of the horn, for instance. The technique for alerting others is tapping rather than long, loud blasts (unless critically necessary); the idea is to get someone's attention, not startle him/her.

The Decision Driver also signals five to eight seconds prior to making a turn at an intersection and eight to 10 seconds before changing lanes, entering or exiting expressways or passing other vehicles; taps brake lights to warn drivers about road or traffic conditions; turns on headlights as darkness approaches not only to help your visibility but to also enable others to see you; exercises special care in the interests of safety—the sequence of steps in, for example, making a turn starts naturally with early signaling and then includes positioning the rig in the proper lane and slowing down so that brake lights warn the driver(s) behind.

In these and other situations, giving proper advance notice of what you're planning to do encourages and aids other drivers to make correct and timely decisions. And, Liberty Mutual safety officials add, “you'll avoid annoying drivers around you, which in turn may help in avoiding a ‘road rage’ encounter.”

‘Happy birthday to you...’

Kevin Everson	April 26
Edwin Hohneke	April 19
Nathan Jensen	April 1
Calmer Johnson	April 29
Terrance Johnson	April 8
Yvette Keeler	April 11
Joe Lang	April 18
Shawn Nelson	April 19
LaVern Pflughoeft	April 14
Rick Pratt	April 17

David Baggs	May 8
Wlodzimierz Bienia	May 13
Ralph Castillo	May 19
John Hostetler	May 18
Joshua Malchaski	May 31
Gordon Minnichsoffer	May 3
Jordan Scheidt	May 8
Ralph Setterlund	May 15
Wanda Svenson	May 10
Piotr Swiatek	May 16
Richard Wallace	May 22

Scene at the MTA Driver Awards banquet



There's more than a brotherly link between Harold (left) and LaVern Pflughoeft, pictured together in this friendly photo from the awards banquet sponsored by the Minnesota Trucking Association (MTA). Both of the brothers are, as one might surmise, independent contractors with D&T Trucking Company; Harold has been with D&T since 1991 and LaVern, with the encouragement of his older sibling, leased on in 2004. Both have had their trucks recognized (in different years) as among the 12 “best-appearing” in our company fleet, and each has been honored as “Driver of the Month” by the MTA—Harold in February, 2005, and LaVern in February—another similarity—of 2007.

Highway to Health

We hope that the word/subject for this issue's column—"cancer"—will not "turn off" Crossroads readers or cause them to "tune out." Because while the subject may well be uncomfortable, there are positive steps being made in cancer research relating to the prevention, early diagnoses, better treatments and, ultimately, a cure for this disease.

That is the mission of the National Foundation for Cancer Research (NFCR). Founded in 1973, NFCR promotes and facilitates collaboration among scientists to accelerate the pace of discovery "from bench to bedside."

Of course while the medical community constantly seeks better ways to treat and hopefully cure cancer, we would all like to avoid the disease in the first place if we possibly could. And basic science research has shown that indeed there are some simple things that can be done to reduce the risk of cancer.

Here are some important cancer prevention tips from NFCR.

1. Avoid using tobacco products.
2. Include more fruits and vegetables in your diet.
3. Increase the amount of fiber in your diet.
4. Limit alcohol intake.
5. Avoid excess sun exposure and wear a sunscreen of SPF 15 or higher.
6. Maintain healthy weight.
7. Know the warning signs for common cancers and perform regular self-exams.

Did you know that. . .

. . .Smokers (speaking about the impact of tobacco use as a contributor to cancer risk and other potential problems) are absent from work 6.5 days per year more than non-smokers; spend approximately eight percent of their working hours on smoking rituals; make about six more visits to health care facilities annually than do non-smokers, resulting in more and longer hospitalization and higher average insured payment for health care; and obviously experience an adverse impact on their productivity and financial bottom line.

Smoking is the leading preventable health risk in the United States, and the incidence of the habit is apparent in the trucking industry, it was pointed out by Kathryn Clements, a licensed and registered dietician and certified health consultant. She cited a poll conducted by the Owner-Operator Independent Drivers Association showing that, of members responding, 30 percent smoked.

And how about this sobering statistic reported by Clements: "In the male population in general, the average life expectancy of commercial truck drivers is a whopping 22 years less than those who don't drive trucks."

With regard to the latter, the cure rate when cancer does occur is greatly increased by early discovery. That's why time should be taken for an annual physical exam, screening tests and self-examinations; this diligence could save one's life.

Finally, the NFCR emphasizes the need to educate cancer survivors. After treatment has been completed, nutrition once again should be front and center, because chemotherapy and radiation can deplete the body of such things as fat-soluble vitamins, proteins, minerals and glycogen.

Therefore making nutrition a priority will allow the body to recover more quickly, which brings to mind these important tips.

1. Eat three balanced meals a day with a small snack between meals.
2. Have dried fruits as a healthy snack.
3. Avoid snacking all day; this will lower the appetite at regular meal times.
4. The value of a home-cooked meal lies in the fact that the smell and sight of seeing others eat aids the appetite of the cancer survivor.
5. Include proteins/starches in meals; this results in feeling stronger since the body needs calories.
6. Drinking a fruit smoothie or vegetable juice between meals will provide needed fiber.

Reaching anniversaries as D&T Safe Driving Achievers

After each three-month period, the Crossroads is always pleased to list those independent contractors who completed the most recent quarter with an accident-free performance. But in addition there are Safe Driving Achievers with a special distinction: The contractors who in a given month (depending on when they leased on with D&T Trucking Company) attained their particular anniversary year with a continuing perfect safety record.

Congratulations therefore go to the following, listed according to month with their year(s) as Safe Driving Achievers.

JANUARY

- 22 Years - **Edwin Hohneke**
- 16 Years - **Ken Kosbab**
- 6 Years - **Piotr Swiatek**
- 2 Years - **Tony Hanvold**
- 1 Year - **Wlodzimierz Bienia**
Dale Bujak
Charles Lose

FEBRUARY

- 7 Years - **Lloyd Schofield**
- 6 Years - **James Grey**
- 5 Years - **Andrzej Dajwowski**
Urszula Dajwowski
- 2 Years - **Greg Grunert**
Shawn Nelson
- 1 Year - **Josh Malchaski**

MARCH

- 20 Years - **Al Posthuma**
- 2 Years - **Jimmy Stout**
- 1 Year - **Todd Kohnen**

'Roadcheck 2008' set for June 3-5

Starting on June 3, and running through June 5, about 10,000 trained and certified officers will blanket the roadways of North America to prevent truck and bus accidents and save lives.

In a program called "Roadcheck 2008," federal, state, provincial and local officers will be conducting North American Standard Inspections around the clock for 72 hours. The inspections involve a comprehensive 37-step procedure which includes items related to vehicle, driver and cargo safety. Officers also will be giving drivers educational materials on various aspects of commercial vehicle, driver and hazardous materials safety.

Some past statistics indicate that from 2001 to 2003, roadside inspection and traffic enforcement activities on trucks and buses conducted by these certified officers saved 2,241 lives and helped to avoid 37,424 injuries and 49,126 crashes.

Between 1998 and 2003, there was a 48 percent increase in the number of lives saved from these activities. There are more than three million North American Standard roadside inspections conducted annually.

Roadcheck is sponsored each year by the Commercial Vehicle Safety Alliance (CVSA), a not-for-profit association of local, state, provincial and federal officials responsible for the administration and enforcement of truck and bus safety laws in the United States, Canada and Mexico. For more information on the 2008 event or CVSA activities in general, visit <http://www.cvsa.org/>.

Announcing D&T's
Driver of the Quarter
for the first quarter, 2008
Congratulations to
GARY ANDERSON
on earning this award for
his extraordinary performance

* * *

*Further news coverage will appear in the
next issue of the Crossroads*

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D&T
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