

SAMMONS TRUCKING



SAMMONS WINTER NEWSLETTER

November 2015

"We are what we repeatedly do; Excellence, then, is not an act but a habit" - Aristotle

From Our President.....

As most of you are well aware, UTi Worldwide is in the process of being acquired by DSV Global Transport and Logistics and this includes all of us at Sammons Trucking. With this acquisition comes many questions and unfortunately not to many answers.

What we do know is that this process will take time. All we can do for now is control what we can control and go on with the mindset of "it's business as usual" for all of us.

I encourage you to take a few minutes to visit the DSV web site (www.us.dsv.com) to see what they are all about. I can't help but think there should be some opportunities that will come about as a result of this acquisition once final.

We will do our best to keep everyone informed as to where we are at in this process.

On a much lighter note, I want to thank all of our Sammons employees, agents, contractors and customers for all you have done so far in 2015. We still have a long way to go to make it through the holidays and to the end of the year. Our hope is a strong 4th quarter finish for everyone.

No one knows for sure what 2016 will hold. But, for those of us that have "survived" this year, hopefully we will be rewarded for all our hard work.

Happy Holidays everyone!

Scott

TIRE LIFE – Bob McAlister

How important is the life of your tires to your business? With any business the idea is to keep your costs down where you can. If you are not getting full life or very close to full life out of your tires.....you are losing money. What can you do to keep that revenue and profit?

A multitude of items destroys the life of your tires. Over inflation, under inflation, mechanical issues such as worn parts or alignment issues, curbing, acceleration, deceleration and improperly matched tread depths can all rapidly decrease the life of your tire. Being proactive in the life of you tires can save you money and increase your profits not only by bringing your tire costs down but also your fuel costs with improved mpg.

When it comes to the inflation of your tires, tire manufacturers have a recommended inflation chart based varying items such as the brand of tire, model of tire, size of tire, use configuration and axle weight. So, if you have the Michelin XZA3+ 275/80R22.5 on your steer axle for example what is your recommended inflation? Is it the 110lbs listed on the side of the tire? Typically that 110lbs listed on the side of the tire is a MAXIMUM (not to exceed air pressure) that is not necessarily what you should be inflating your tires to. What is your axle weight? Let's say that it is 11,500. The manufacturers chart states for that tire and that configuration (being a single vs dual application) your inflation on that tire should be 100lbs.

Yokohama has an inflation calculator online for their tires; it can be found at <http://www.yokohamatire.com/commercial/tire-tools/inflation-pressure-calculator> This is very simple to use. Continental has a pdf that can be found at http://www.continental-truck.com/www/download/transport_us_en/general/tech_info/hidden_index_en/download/load_infl_tables_pdf_en.pdf The Bridgestone pdf can be found at http://www.trucktires.com/bridgestone/us_eng/load/load_pdf/loadTables.pdf You can get the Michelin information by starting here <http://www.michelintruck.com/tires-and-retreads/selector/#/> This will give you information for a specific Michelin tire in addition to the recommended inflation.

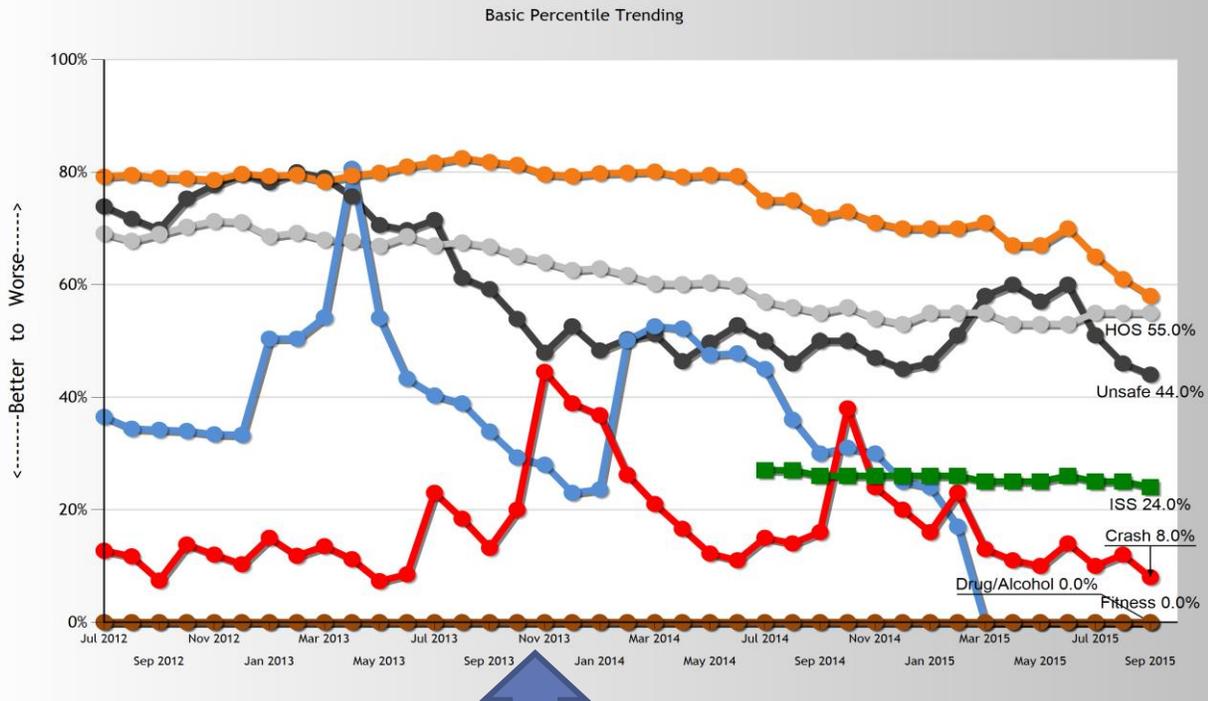
Properly matched tread depths, is also an important area to watch on your tires. When the tires are beside each other, as in a dual application, no more than 5/32 difference between the tires is recommended. It is also recommended to have no more than 10/32 difference from one axle to another.

I recently spoke with a contractor who had finally replaced his drive tires. He stated that he had 280,000 miles on them and that they still had 30% tread life left. The only reason he replaced them now is because we were coming into the winter months. He figured he probably could have got another 20,000 miles out of those tires. When asked what he did to maintain and be able to run his tires so long, his answer was that he watched his air pressures and was very gentle on his accelerations and decelerations.

Being proactive in your tire care can save you money by being able to run your tires longer and getting the full life out of them and in your fuel mileage. Both of which will bring down your operating costs and in turn give you more profit.

CSA SCORECARD TREND July 2012-September 2015

Arrow below indicates when I assumed Manager of Safety position



dis·tract·ed driv·ing

noun: **distracted driving**

1. the practice of driving a motor vehicle while engaged in another activity, typically one that involves the use of a cellular phone or other electronic device.

"AAA now says that distracted driving accounts for 25 to 50 percent of all accidents"



WINTER DRIVING: TOP 10 MOST UNSAFE CDL DRIVER HABITS

www.drivingambition.com

1. Failing to clear off windows, mirrors, clearance lights, and tail lights often enough
2. Failing to react soon enough to trouble ahead
3. Failing to check cross-traffic prior to reaching and traveling through an intersection
4. Failing to keep brakes in proper working condition
5. Failing to keep tires properly inflated or in good condition
6. Excessive speed for the conditions
7. Continuing to drive in an excessively fatigued condition
8. Failing to anticipate or notice changing road/weather conditions
9. Not maintaining sufficient following distance
10. Continuing to drive when conditions are unsafe to do so



WINTER DRIVING TIPS:



- Be prepared for any type of weather
- Do a thorough pre-trip inspection – including the inside of your cab (blankets, hats, gloves, extra food and water)
- Slow down and give yourself plenty of space
- Braking and accelerating – use extra caution
- If you are not comfortable with the conditions of the road or your truck – STOP, pull over and wait for the conditions to change.
- Always wear your seatbelt and ensure that you are not distracted in any way

<http://www.ooida.com/EducationTools/Info/chain-laws.asp> -- link to State Chain Laws

Lease Purchase advice from David McKibbin, Truck #2621

Sammons has been a great place for a new beginning. You have a great opportunity to grow as a person and as a business. Sammons has many tools and great people to help you along the way, but you will only succeed if you WORK hard and stay dedicated to your business.

The truck needs to keep moving. Learn your travel lanes that best suit your financial needs and goals. Stay firm in your travels but don't be afraid to bounce if needed. Always ask for an extra buck, the worst they can say is NO. The most important to being successful is your name, reputation, and company reputation.

Always be on time, polite and respectful. Make sure they want you back. Repeat money comes to you instead of you looking for it.

So get out there drive hard and have fun.

Today is the first day of the rest of your life. – David McKibbin

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Chain of Custody Forms

All contractors must ensure that there is a Chain of Custody form in your truck at all times. The original form is given to you in your accident kits upon orientation. Multiple times per year the Safety department will also send you additional forms. If for any reason you do not have a form in your truck, please call Safety immediately and one will be sent to you. Should you be called to take a random DOT drug screen, you do not have a Chain of Custody and a clinic cannot be found to alter a form – it will be considered a refusal/negative. Please also note that Safety is not out to 'catch' you or make the drug tests inconvenient – it's a DOT regulation that we all must abide to. Thank you, the Safety Department.

PERSONAL CONVEYANCE



When a driver is relieved from work and all responsibility for performing work, time spent traveling to local restaurants or stores can be logged 'off duty' and driving done under personal conveyance. Short distances – less than 100 miles unless you are traveling home for personal reasons. If you have use personal conveyance to go home and then are dispatched on a load, you would begin logging the driving time from home to the load. Personal conveyance CAN NOT be used if you are pulling a loaded trailer, are on your way to pick up a load, are moving a truck as part of your job within the company, taking your truck/trailer to the shop for repairs or repositioning.

Happy Holidays from the Permit Department!

Thank you!

I would like to thank all of you for your patience. Thank you to the contractors for being prepared when calling in to place your permit order and thank you to all the CSR/Agents for having complete and correct information in the computer.

New Face/voice in the Permit Department:

We would like to welcome Sheila Sargent to the permit department.

READ YOUR PERMITS!!!

Please remember to read all of your permits, routing, restrictions and add'l requirements. We lately have had a few costly issues that could have been avoided had the permit just been read.

Georgia Amber Light Stickers:

We have ordered the new Georgia Amber Light Stickers and they are in, if you would like one please call the permit department and we will get you on the list and send them out when they come in.

City and County Permits:

Please remember that a lot of states are requiring city and county permits. If you are an Agent, CSR, or Operator please be sure to check on these when quoting permits and ordering permits. If you have any questions please call the permit department and we will assist you in what you need.

Holiday Season State Closures:

Please remember that there are a lot of holidays coming up and there are a lot of state closures and restricted travel times and please plan accordingly. If you have any questions please call the permit department and we will assist you in what you need.

Operations – Mark Stefano

I would like to take some time to explain the email that went out the week of 11/9 in regards to getting new light weights. The main reason for the email is we have found some errors on contractors' weight capacities in the progress screen that our agents and dispatchers work off of when offering freight.

We have a field in the progress screen that shows how much weight you can haul legally. If we have a load that weighs 46,400 lbs. and your screen says that you can only haul 45,000lbs you won't be called and offered the load. Many of you fill up your trucks and then go get your light weight. However, if you scaled your truck and trailer when you are empty with 100 gallons of fuel on board, you would only have 800lbs of fuel verses 300 gallons and 2,400lbs - that is a difference of 1,600lbs!

You don't get paid a penny for hauling your fuel, but that 1,600lbs could make a big difference in the amount of loads offered and hauled, which could result in more revenue in your pocket. With as tight as freight is right now, and it will only be getting tighter over the next few months, we want you to have as many opportunities as possible.

We all at Sammons want the opportunity to help your business be successful and this is one way to help it happen. If you have any questions please feel free to contact Bonnie, Derek, or myself and we will be more than happy to assist in any way. Drive safe out there and have a great winter.

Maintenance – Brian Hallas

N-Need to keep your distance on the icy roads

O-Opportunity – just say yes to loads offered

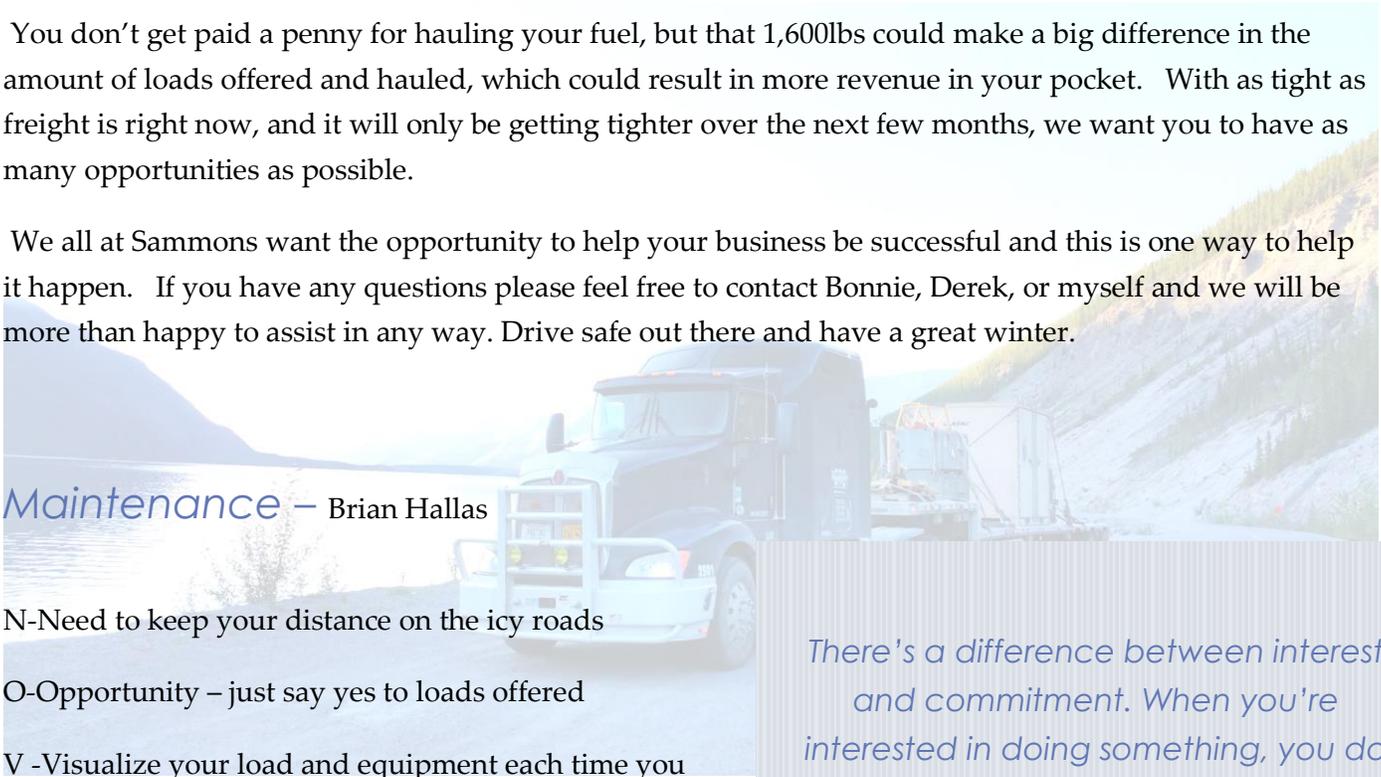
V -Visualize your load and equipment each time you stop

E – Emergency Kits, do you have one in your truck for winter

M- Miles = Month \$

B- Be prepared for any weather changes

E- Empty? Call MSLA dispatch



There's a difference between interest and commitment. When you're interested in doing something, you do it only when it's convenient. When you're committed to something, you accept no excuses; only results. – Kenneth Blanchard

Recruiting - Katie Dunham

Coming into winter, we all know that cold temperatures, dwindling daylight, the hustle and bustle of the upcoming holiday season and stress of winter driving can wear on you. Here are a few tips to help keep the winter blahs at bay:

1. **Practice Compassion**-A brain imaging study by the National Institute of Health shows that the brain “pleasure centers” are as activated when we see money or good works going to people in need as they are when we ourselves receive money or gifts. The folks at Harvard show that generosity and kindness can spread to others in a chain reaction. Compassion boosts your health and longevity and makes you more resistant to illness. It can also help you out of a funk, by turning your focus on others; it helps you gain perspective on your own problems.
2. **Mindfulness**-Mindfulness, being present in everyday situations can help focus and get you out of the rut of being on autopilot. By living in the present we realize that a lot of our stress and anxiety is unnecessary. Being non-judgmental, if you are constantly judging, when there is a genuine need for a judgement, your mind will be full of clutter and you’ll make poor decisions. Patience is a virtue; we need to practice the art of being patient. Letting go, clinging to bad experiences can cause the mind to fill with clutter. Allow yourself to let it go.
3. **Make your Living Space Happy**-Simple things like making your bed every day or taking 3-5 minutes to tidy up your space will boost your mood. Electronics disrupt sleep, limit your time surfing the net or watching tv right before bed. Most adults between the ages of 26-64 require 7-9 hours of sleep each night; however most only get 4-6 hours.
4. **Stop the glorification of being “so busy” or “too stressed”**- Working overtime actually decreases your productivity. Stop multi-tasking, when we do several tasks at once, we complete them more slowly and make more mistakes. When we make competitions out of who is the most stressed or the busiest, we focus on the negatives of work and enjoy it less.
5. **Practice the healing power of laughter**-When we laugh, our brain produces endorphins which are up to 500 times more effective at eliminating pain than morphine. Watching a funny movie increases blood flow by 22% which improves the condition of your heart. One minute of intense laughing elevates your heart rate to the equivalent of 10 minutes on a rowing machine. Laughing also boosts your energy, immunity and enhances the intake of air.
6. **Be Happy**-Studies show that happiness leads to success, not the other way around. Happy and optimistic people are more creative and productive at work and it becomes infectious and spreads like wildfire. Exercising can help boost your mood, dopamine is associated with pleasure and happiness and production is increased when you participate in physical activity. Learn how to talk yourself off the ledge, 85% of the stuff we worry about ends up having a positive or neutral outcome. However, considering the worst-case scenario can actually help you diffuse worries, *IF* you come up with actionable strategies to avoid it. Focus on what good came out of a bad situation instead of the negativity. If you find yourself dwelling on the negative, an Ohio State university found that if you write it down on a piece of paper, tear it up and throw it away, it greatly increases your success of getting rid of negative thoughts. Smiling releases endorphins and neuropeptides, the more you smile the better you’ll feel and it can even add 7 years to your life. Ever wonder how children always seem so happy? On average children smile 400 times a day, the average adult only smiles 20. While life will never be all sunshine and rainbows, small adjustments in your thinking can make the rough times a little more tolerable and the good times even more enjoyable.

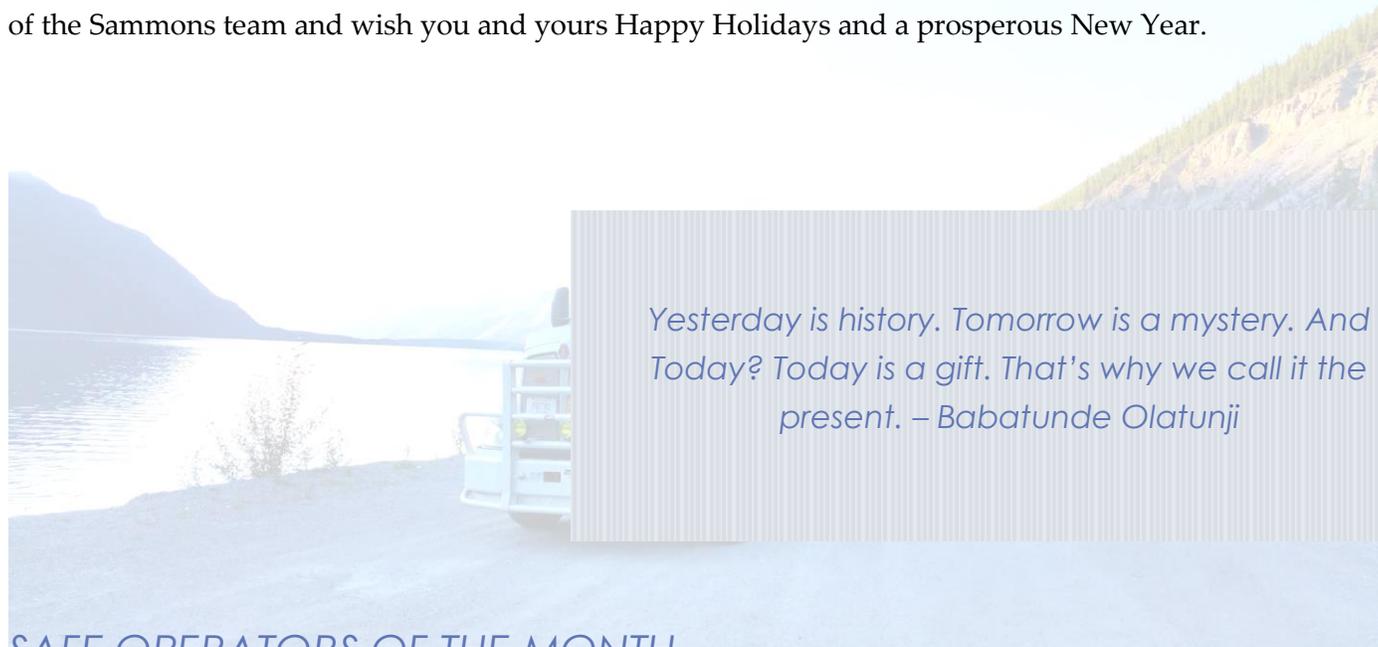
Contractor Services - Teresa Minick

It is hard to believe we are already in November, have experienced our first snowfall and the holidays are right around the corner.

Since old man winter is knocking on everyone's door, please remember to have your winter survival kit in your truck; plenty of warm clothes, (including coats and boots) blankets, and have plenty of water and food on hand. Also, for those of you, who take your pets with you; please make sure you take the same precautions for them just as you do for yourself.

Hopefully, you will be spending time with friends or family for the Holidays but if you find yourself out on the road for Thanksgiving and/or Christmas, we will buy your holiday dinner(s). As in the past, just send in a copy of your receipt and we will reimburse you.

Also, since this is our end of year Scramble, I'd like to take the opportunity to thank you all for being part of the Sammons team and wish you and yours Happy Holidays and a prosperous New Year.



Yesterday is history. Tomorrow is a mystery. And Today? Today is a gift. That's why we call it the present. – Babatunde Olatunji

SAFE OPERATORS OF THE MONTH

Congratulations to these drivers on their hard work!

Michael Bond June 2015

Robin Calman August 2015

Louis Winger July 2015

Rick Ledin September 2015

Words from the Wise: Don't be afraid to ask questions, take your time and have patients in the process. Help your fellow drivers to learn and succeed.