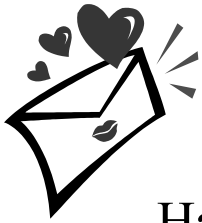


The Distributor

Smokey Point Distributing, Inc.

February 2006
Volume III, Edition II



Happy V-Day!

Thanks to Saint Valentine we will be celebrating the 2nd biggest holiday for candy this month. Whether you are in search of the perfect gift or are dreading the holiday, remember the basic principle... this is a day to let those you care about know how you feel. And if you have a sweetie, but maybe don't know what to do for him/her I have a few ideas you can have. I've even attached some "Love Coupons" to the back of the newsletter for you to give to your honey-bunny-cupcake-sweetie... or whoever! So, have a Happy Valentine's day and look for a Valentine's Day card in your mailbox this month!

Happy Birthday!

Happy birthday to all those Aquarius's and Pisces out there! The following employees are celebrating their birthdays this month:

Feb. 1st: Krystle Vitrano (office) BIG 21ST!!
Feb. 7th: Joe Speek #40
Feb. 13th: Pat Murray O/O #529
Feb. 18th: Dave Dewey Sr. #34
Bob O'Neal #31
Feb. 25th: Tommy Thompson #28



Happy Anniversary!

We're pulling in some big numbers this month for anniversaries! Congratulations on hitting such milestones guys! All of the hard work and dedication that you have put into the company is noticed by all and appreciated by many.

1 year (returned): Graham Binks #58
2 years (returned): Ray Larson #93
5 years (returned): Mike Young (Shop Foreman)
Team Murray O/O #529
13 years: Lamont Killian #56

15 years: Bob O'Neal #31

Smoke-Free Washington

All employees be aware that as of December 8th, 2004 Washington is a smoke-free state. This means:

1. No smoking is allowed within 25 feet of business entrances/exits.
2. Hotels and motels are required to offer no less than 75% of their rooms as smoke-free.

Some reasons why voters passed the new law:

1. More than 100,000 non-smoking workers were exposed to secondhand smoke while on the job.
2. Secondhand smoke contains about 4,000 chemicals and 50 known human cancer-causing chemicals.
3. Every year approximately 38,000 non-smokers die from exposure to secondhand smoke.
4. 81% of Washington residents do not smoke.

Please remember to be at least 25 feet away from doorways/windows/ventilation systems while you smoke, pick-up your cigarette butts, and that there is no smoking in the shop. Please also be courteous and pick up your butts at customer locations.

Maryland News

\$1 million settlement for pedestrian struck by truck

Merrill, age 31, was struck by a truck while walking on the right shoulder of a road near an intersection. The truck had allegedly crossed into the shoulder to make a right turn. He suffered multiple injuries, including a ruptured spleen, leg fracture, and an eye injury. His medical bills totaled about \$310,300.

He now has a residual limp and has not been able to return to work; he was a painter making \$24,000 annually.

Merrill sued the driver's employer and settled for their policy limits of \$1 million.

Welcome Back Ken!

I would like to take a second to welcome Ken Robb back to SPD. Ken rejoined the shop in early January and is going to be a key element in getting the shop back in shape. We have a great team out there and we look forward to having a “well-oiled” shop from now on! We missed you Ken! Welcome back!

Calling for Mike?

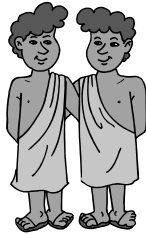
Alright everyone... we have a few Mike's working in the terminal now. Please specify who you need to talk to when you call in. The following works:

A. Mike Young

1. “Mike in the shop”
2. “Mike Young please”

B. Mike Orr

1. “Mike in dispatch”
2. “Mike Orr please”
3. “Mo please”



Any of those will work to let whoever is at the front desk know who you need to talk to without them having to ask.

Useless Facts Test

1. How long can beavers hold their breath under water?
2. When do children grow the fastest?
3. What vegetable is also a flower?
4. How long is a “jiffy”?
5. Alaska has more of what than people?
6. Smelling what is said to help loose weight?
7. How much coffee does once coffee tree produce annually?
8. How tall was the tallest man ever?
9. What is the official dance of Washington State?

**Look for the answers later on in the newsletter.

Driver Resource Center

As you walk into the 2nd office please notice some changes. Underneath the error log box there is a small drawer with files in it where I will be storing information for easy fleet access. Here you will find training books, accident reports, injured worker packets, etc. Let me know if there is anything else that you would like to see there also!

Safety Corner

Safety Director

The planned Safety Director will not be joining us I have announced already. He reconsidered the position for circumstances in his personal life he said were unforeseeable.

As this change of plans came as a surprise we are going to take it in stride, as we would rather find out sooner than later.

Plans as of now are to resume the search for a new, qualified Safety Director to fill the position. We are willing to take the time to find the right person, which we previously thought we found, for the job. You guys/gals are just so awesome we haven't found anyone good enough to entrust you to!

Professionalism

I would like to remind everyone that SPD expects all employees to act professionally at all times. I understand that at times you may become frustrated or irritated, however this is a place of business and all employees are to act accordingly.

I don't mention this because I think that everyone is disrespectful and/or unprofessional, but because we have had recent incidents over Qualcomm messages and phone calls.

While communicating with fellow employees please refrain from raising your voice and using inappropriate workplace language. The best way to resolve disagreements or miscommunications is by establishing good communication. When you expect to be listened to make sure you are listening as well; express your opinion while respecting those of others.

Smokey Point Distributing wants to present the most professional image as possible. It is very important for all employees (office, shop, and fleet) to maintain good communication with each other in order to avoid situations that result in unfavorable outcomes. All employees are subject to appropriate disciplinary actions when involved in verbal or physical altercations with fellow employees.

2005 L&I Update

We had 15 L&I injuries in 2005. This calculates to 20% of the fleet or an average of 1.25 injuries a month. Our goal for 2006 is to cut the number of injuries in half. This is the least amount of decrease that I think we can reasonably accomplish.

With those L&I injuries last year, we had some amazing success stories. I would like to thank the employees that worked hard with their doctors on their recovery to ensure the fullest rehabilitation. Your perseverance is greatly appreciated and we are happy to have you back!

Please remember that all injuries should be reported to the Safety Department immediately, no matter the severity. We want to ensure the safety of all SPD employees; please report any unsafe working environments right away.

So let's recap:

1. We're going to cut last year's number of L&I claims in half in 2006 (no more than 7 injuries this year).
2. Thanks to the employees that worked hard on their recovery in order to become healthy again and return to work.
3. Any and all injuries are to be reported to Safety immediately.

It looks like we have the makings for a good year people! Let's do it!

Useless Facts Answers

1. A beaver can hold its breath for 45 minutes.
2. Children grow faster in the spring.
3. Broccoli is the only vegetable that's also a flower.
4. A "jiffy" is 1/100th of a second.
5. Alaska has more caribou than people.
6. Smelling apples and/or bananas is said to help encourage weight loss.
7. A coffee tree produces about one pound of coffee per year.
8. The tallest man was 8'11".
9. The square dance is the official dance of Washington State.

ISS Rating

Our ISS rating, which recommends to the scale house to let you pass or pull you in, is currently at 34, which is well below the recommended to pass mark. Congratulations for maintaining the low rating that you all have for so long!

For every clean inspection that I'm getting in I'm also seeing one with violations. In order to maintain and improve our rating we need to lower the amount of inspections with found violations.

There have been a large number of violations come in regarding "inoperable lamps". Please use your pre-trip and periodic inspections to check your equipment for any defective parts. Anything that requires repair should be recorded on your inspection report and reported to the shop.

PrePass & Transponders

As of February 1st, 2006 all owner operators will be responsible for the cost of their transponders. You will see a deduction from your settlement this month for the charges paid to PrePass to maintain an active transponder.

If you wish to discontinue your PrePass service please make sure to turn in your transponder to the Safety Dept. In order to avoid a monthly charge, your transponder must be turned in before the 1st of any given month.

Each owner operator should have received an outlined memo in their mailbox. Please see me if you have any further questions.

New Drivers

Please welcome the following new and returning drivers to the fleet:

- Ed & Michelle Ness
- Scott Milner (returning)
- Randy & Cindy White (returning)
- John Hoffman (returning)

Truck Maintenance

As I have previously mentioned, not all the trucks in the fleet are being properly maintained. It is each driver's responsibility to maintain the cleanliness of the truck they are assigned.

Please keep in mind that you are not the only one that gets in the truck; the mechanics and shop guys move your trucks, and it is not fair to ask them to operate dirty equipment.

I've spoken with Mike Young, and he has cleaning supplies for anyone who would like to use them, all you have to do is ask. Please also keep in mind that air fresheners help cut back any unpleasant smells that may develop in the truck and that they are not very expensive. Let's get this taken care of, thanks!