

THE DISTRIBUTOR

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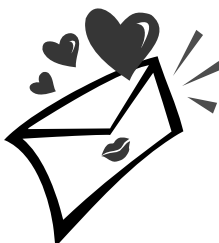


**FEBRUARY 2008
VOLUME V, EDITION II**

HAPPY VALENTINE'S DAY

What could be better than a special day every year set aside for you to tell people how special they are to you?

Take a moment, or a card, and give it to someone that you hold dear to your heart. You may be surprised at the reaction you get; it could be just what they need to turn-around a bad day.



HAPPY BIRTHDAY

CAKE! PRESENTS! PIN THE TAIL ON DAVE! Hope your birthday is filled with lots of laughter and everything you think is great!

- ♥ Krystle Johnson Feb. 1st
- ♥ Vic Putnam Feb. 8th
- ♥ Pat Murray Feb. 13th
- ♥ Debbie Blakeley Feb. 14th
- ♥ Elizabeth Arellano Feb. 18th
- ♥ Bob O'Neal Feb. 18th
- ♥ Dave Dewey Feb. 18th
- ♥ Tom Thompson Feb. 25th

HAPPY ANNIVERSARY

The heart and drive it takes to make it in this industry is truly unique. We are lucky to have some really great people around us at SPD. Congrats to everyone celebrating his or her anniversary this month, you are an asset.

- ♥ Team Putnam 1 year
- ♥ Jess Salyer 1 year
- ♥ Graham Binks 3 years
- ♥ Ray Larson 4 years
- ♥ Mike Young 7 years
- ♥ Team Murray 7 years
- ♥ Dick Paice 14 years!
- ♥ Lamont Killian 15 years!
- ♥ Bob O'Neal 17 years!!

THE SPD BABY IS HERE!

On January 29th, Arin and Ethan welcomed little Mason Magill into the world!

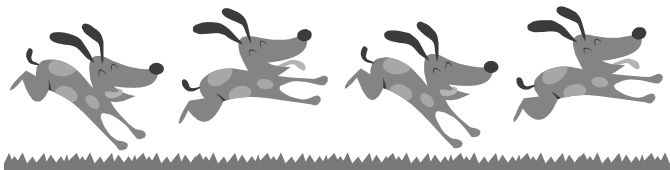
Weighing in at 9lbs 9oz he is a healthy baby boy! Our best wishes to the new family and their bright future with the new addition!



MOST POPULAR DOGS

The American Kennel Club has ranked America's top 10 most popular pooches. Where does your furry little friend rank?

- | | |
|--------------|-----------------------|
| 10. Bulldog | 5. Beagle |
| 9. Shih Tzu | 4. Golden Retriever |
| 8. Poodle | 3. German Shepherd |
| 7. Dachshund | 2. Yorkie |
| 6. Boxer | 1. Labrador Retriever |

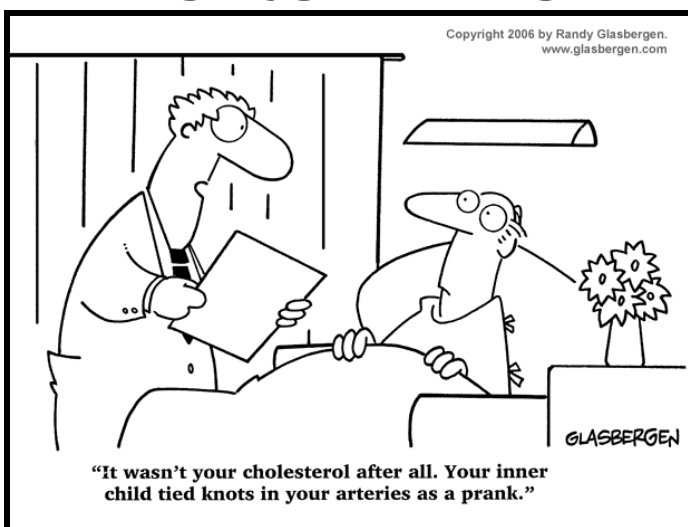


HEALTH STOP

9 BEST DIET TIPS EVER

1. **Drink plenty of water.** Before impulse snacking, drink a glass of water. People sometimes confuse thirst with hunger.
2. **Be choosy about nighttime snacks.** Snacking in front of the T.V. is an easy way to get off-track. Allow yourself one 100-calorie snack pack after dinner.
3. **Enjoy your favorite foods.** Buy one bakery fresh cookie instead of a box. You can still enjoy your favorite foods; the key is moderation.
4. **Eat several mini-meals during the day.** People who eat 4-5 times per day are better able to control their appetite and weight.
5. **Eat protein at every meal.** It's the ultimate "fill-me-up" food. It keeps you fuller longer and encourages fat burning.
6. **Spice it up!** Add spices to your food for a flavor boost. Flavor filled food is more satisfying.
7. **Stock up on healthy convenience foods.** Having ready to eat snacks and meals will set you up for success.
8. **Order children's portions or half-orders when you go out.** At buffets, use small salad plates for your entrées; this helps your portions look larger and satisfies your mind.
9. **Swap a cup of pasta for a cup of veggies.** Simply by eating less pasta/starch and more veggies, you could lose a pant/dress size in a year.

JUST FOR LAUGHS



WHAT IS PREVENTATIVE CARE AFTER AGE 50?

If communication between you and your doctor is good, then you are likely already involved in some degree of preventive care.

However, to be sure you are getting all you need, AARP recommends talking to your doctor about the following screening exams:

For men over 50: colorectal cancer; prostate cancer; skin and other types of cancer; diabetes; high blood pressure; high cholesterol; vision and hearing; and tuberculosis.

For women over 50: Cancer screenings for breast, colon, ovarian, cervical, and skin cancer; diabetes; high blood pressure; high cholesterol; osteoporosis; vision and hearing; and tuberculosis.

HEARTBURN HELP:

5 QUESTIONS FOR YOUR PHARMACIST

One in 10 American has heartburn or acid reflux at least once a week, according to the American Gastroenterological Association. Here are six key questions to ask your pharmacist about relief:

1. Could medications I'm taking be causing my heartburn?
 - a. Heartburn is a common side effect of many medications, from aspirin to osteoporosis drugs to steroids.
2. Can I wait and hope my heartburn goes away?
 - a. Simple heartburn that passes relatively quickly isn't dangerous. But chronic, severe heartburn, especially with acid reflux, can damage your esophagus if left untreated.
3. What's safe, simple heartburn treatment?
 - a. Over-the-counter antacids are good for occasional relief. Your doctor may prescribe Prevacid, Prilosec, Protonix, or Nexium.
4. Are there lifestyle changes that can help?
 - a. Cut out foods that trigger your heartburn, along with coffee, citrus fruits, alcohol, citrus fruits, and carbonated drinks.
5. Can my heartburn medication interfere with other medications I'm taking?
 - a. Make a list of other meds and verify with your pharmacist.

****Call your doctor if you experience chest pain that isn't caused by heartburn. A surprising number of people having mild heart attacks dismissed their chest pain as heartburn.**

"JERKS" AT WORK

It takes all types of people to make a company run smoothly, unfortunately, not all of those people are people you get along with or want to work with.

Difficult co-workers are present in almost any work environment... human resource experts have collaborated to give you advice to work with such people, whether they are the bullies, backstabbers, egomaniacs, dirty or just annoying:

- ⊙ Workplace jerks operate in oblivion.
 - ➔ Most difficult coworkers have no idea that their behavior annoys co-workers, contributes to workplace stress, and disrupts the organization's productivity.
 - ➔ Don't assume people know they are being difficult/challenging. Chances are these "jerks" are surprised, even shocked, to learn how irksome co-workers find them to be.
- ⊙ They rarely get called on their bad behavior.
 - ➔ As demoralizing as it can be to work with jerks, most people just try to ignore them.
 - ➔ "Untouchable Employees" are described as poor-performing, rude, and obnoxious
 - ➔ Most people choose to complain to co-workers rather than address the issue with the "jerk co-worker".
- ⊙ Avoid personal attacks.
 - ➔ Keep it about the job.
 - ➔ Inform the bothersome co-worker that their behavior is interfering with your ability to complete your job.
 - ➔ Be prepared to note specific behaviors and when they have been used.
- ⊙ How to manage the "Jerk"
 - ➔ Management must set a good example by stamping out poor behavior.
 - ➔ If a company lacks enforceable behavior standards, workplace jerks essentially have a green light to go about their business as they please.
 - ➔ Integrity must be a value held in the company culture, and employees who breach this value should be held accountable.
- ⊙ Experts also recommend that employees first confront troublesome co-workers themselves. Then, if that is ineffective, they should go up the chain of command.

SAFETY CORNER

HAVE YOU MET JENNIE?

Jennie is your new Safety Assistant! Please take the time to introduce yourself, if you have not already. Jennie is energetic and eager to help. She is learning all about transportation so help her along and be patient with the learning curve of the industry.

During this transition, please utilize Jennie as a go-to for information, as she is working hard to adjust to the company, industry and position. As always, Ken is available to assist you, too.

Please take the time to stop in and say hello, and once again, practice patience as Jennie becomes accustomed to the SPD ways and workings.

Your good attitude and willingness to work with her will make this transition easier on everyone!

PERSONAL SAFETY

L&I injuries continue to rise within the fleet. Falls are a major concern these days, along with injuries resulting from heavy lifting.

Falls: Two of the most preventative measures you can take to prevent a fall are wearing the proper footwear and attentiveness. Proper footwear is very important; worn soles do not grip, increasing your chances of slipping and falling off your trailer. You must always be attentive to your environment; it is ever changing. Be sure to take note of trailer condition, including slickness and damages.

Lifting: Get help. Plain and simple. If the forklift operator won't help you, ask someone else, or call your dispatchers for ideas or help contacting the customer to get someone out to assist you.

Know your limitations and don't overexert yourself. Not everyone in this fleet is a spring chicken.

Take it easy, take your time, and don't get hurt. L&I claims are costly to you and the company, and we'd just assume have you well and on the road, rather than in a hospital and heading for financial distress.

Remember: Injury report forms are required to be turned in for injuries that involve bleeding, swelling, or bruising. They are available in the safety office and in the driver's room. Notify safety immediately of any incidents that involved a slip, trip, or fall, or caused injury. (Paper-cuts need not be reported.)

C-TPAT CERTIFIED!!

Smokey Point Distributing is proud to announce its certification with the U.S. Customs and Border Protection (CBP) as a participant in Customs-Trade Partnership Against Terrorism (C-TPAT).

By participating with CBP we are making a vital contribution in helping secure our borders and ensure the continued free flow of international trade. Our job is to continue to ensure that appropriate security measures continually meet C-TPAT security criteria. For drivers this means continue practicing secure cargo hauling in inspecting your cargo and keeping your information and cargo details confidential. For office staff it means choosing reputable companies to partner with. For the yard and shop staff it means maintaining the security of the yard and maintenance of units to avoid breakdowns.

Start enjoying the benefits of being certified! Our C-TPAT certification benefits may include reduced cargo exams, training and sharing of information, which should make your border crossings and come of your customer picks/drops a lot smoother!

FORM & MANNER VIOLATIONS

We have experienced a slight increase in the amount of form and manner violations recently. There are a few ways that you can prevent getting your logs back with these violations:

1. Double-check your addition of hours.
2. Make sure your miles have been filled in.
3. Conduct your period inspections as required by the FMCSRs:
 - a. 392.9(b)(3)- states that periodic inspections need to be completed at each change of duty status, after three hours of driving, or when the CMV has traveled 150 miles- whichever occurs first.
 - b. SPD requires you to follow this regulation.

Refer to your handbook for the policy/reprimands for consistent form and manner violations.

W-4 FORMS

All drivers need to make sure to turn in their W-4 forms to update their files, and tax withholdings as soon as possible. —Thanks, Payroll Department

EXTRA! EXTRA!

THOUGHTS TO PONDER

- ♥ Where do the seeds to plant seedless watermelons come from?
- ♥ Why does night fall but never break and day break but never fall?
- ♥ Why is it that no matter what color bubble bath you use, the bubbles are always white?

AS I MATURE...

I've learned that you cannot make someone love you. All you can do is stalk them and hope they panic and give in.

I've learned that it takes years to build up trust, and it only takes suspicion, not proof, to destroy it.

I've learned that you can get by on charm for about fifteen minutes. After that, you'd better have something else to offer.

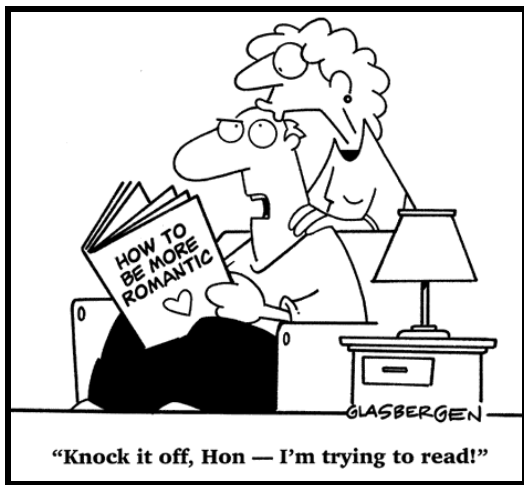
I've learned that you shouldn't compare yourself to others; they are more screwed up than you think.

I've learned that we are responsible for what we do, unless we are celebrities.

HOME REMEDIES

Here are a few home remedies that are circulating the e-mail community, no evidence of proof, but maybe some are worth a shot.

1. Ear Mites- A few drops of Olive Oil in the ear, massage in, and clean with a cotton ball. Do 3 times daily.
2. Fleas- A couple drops of Dawn dish soap into your pet's bath, wash thoroughly and rinse well.
3. Headache- Two glasses of Gatorade, better than pain relievers like Tylenol and Advil.
4. Burns- Colgate toothpaste
5. Sore Throat- Mix 1/4 cup of vinegar with 1/4 cup of honey and take 1 tablespoon six times a day. The vinegar kills the bacteria.
6. Toenail Fungus- Soak your toes in Listerine mouthwash, the antiseptic leaves nails healthy.
7. Splinter- Apply glue and let dry. Peel glue off, and the splinter will stick to the dried glue.
8. Pain Relief- Quaker Oats... Mix 2 cups Quaker Oats and 1 cup of water in a bowl and warm in microwave for 1 minute, cool slightly, and apply to hands for soothing relief from arthritis pain.



HOT CHOCOLATE

**Submitted by Team Hillyer

A group of graduates, well established in their careers, were talking at a reunion and decided to go visit their old university professor, now retired. During their visit, the conversation turned to complaints about stress in their work and lives. Offering his guests hot chocolate, the professor went into the kitchen and returned with a large pot of hot chocolate and an assortment of cups porcelain, glass, crystal, some plain looking, some expensive, some exquisite – telling them to help themselves to the hot chocolate.

When they all had a cup of hot chocolate in hand, the professor said: 'Notice that all the nice looking, expensive cups were taken, leaving behind the plain and cheap ones. While it is normal for you to want only the best for yourselves, that is the source of your problems and stress. The cup that you're drinking from adds nothing to the quality of the hot chocolate. In most cases it is just more expensive and in some cases even hides what we drink. What all of you really wanted was hot chocolate, not the cup; but you consciously went for the best cups... And then you began eyeing each other's cups.

Now consider this: Life is the hot chocolate; your job, money and position in society are the cups; they are just tools to hold and contain life. The cup you have does not define, nor change the quality of life you have. Sometimes, by concentrating only on the cup, we fail to enjoy the hot chocolate we have been provided. The happiest people don't have the best of everything. They just make the best of everything that they have.

Live simply. Love generously. Care deeply. Speak kindly. **And enjoy your hot chocolate!**

A LETTER FROM JEN

As most of you know, I took a fall in December and tore my ACL and large medical meniscus. Since then, I have still been able to make it into work daily, with the help and support of my SPD family. I would like to take this opportunity to thank everyone for all their help and support; I could not have gotten through this without everyone.

A special thanks to:

- ★ My daughter, for getting me to and from work daily (and on time).
- ★ Chris, for meeting us outside every morning to help get me inside (and my coffee).
- ★ Teresa for helping me outside for a break every once in a while.
- ★ Dana, for making my feet so so happy- LOVE the Crocs Dana! Thank you!
- ★ Sherie Green, for the non-slip pad for my walker (which was leant to me from SPD)
- ★ Jaimee, for rearranging the front office area so I could get my wheelchair in, and for constantly picking up things that I drop!
- ★ Robben, for the countless times she has taken me out for lunch, run to get me coffee, and taking time off work to stay at my house after surgery. Snaps for Robben! You're the best BFF.
- ★ Brenden (in the shop), for running out on his lunch break to get me a granita.
- ★ Dave, for always making me laugh.
- ★ Ken, for getting me my 7-Up and making me breakfast- you make the best oatmeal!
- ★ And to everyone who brought up my food, washed my cup, held the door open for me and patiently waited for me to hobble down the hall.

The list is endless of all the thanks that can be given, and there are just not enough thanks in the world!

While I still have a long road of recovery ahead of me, the care and support I have received from everyone at SPD has made it much easier. Thank you again!

Jennifer McAllister