



The Distributor

Key Point Distributing, Inc.



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Volume III, Edition I

Happy New Year!!

May the New Year bring happiness and prosperity to all! We look forward to another successful year here at SPD filled with good friends and good loads.

Happy Birthday!

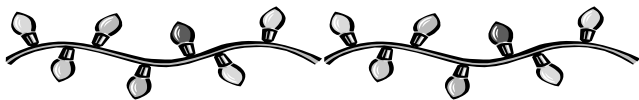
Happy birthday to you! Happy birthday to you!
Happy birthday dear (your name here)! Happy birthday to you!

- Rex Kasper #48 Jan. 13th
- Virgil Perry #14 Jan. 13th
- Norm Kroh #91 Jan. 14th
- Ethan Magill (shop) Jan. 19th
- Merrill Rosenberger #66 Jan. 19th
- Russ Wallace #75 Jan. 26th

Happy Anniversary!

For he's a jolly good fellow! For he's a jolly good fellow!
For he's a jolly good fellllllloooow! Which nobody can deny!

- Tom King #9 1 year
- Peter Burke #22 3 years
- Karl Tholstrup #97 13 years
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Christmas Party in Review

Overall, I get the impression that the party was a huge success! We greatly appreciate any and all feedback; this is what will help us improve our parties even more in the future.

We had a great turn out this year, 75 people! Thank you to everyone that came, and we hope to see even more turn out next year. I'm going to use the next couple articles to review some announcements that were made and the awards that were given.

I hope that everyone is excited for the New Year; we have a lot to look forward to! I also hope that everyone had a joyous holiday season!

A New Beginning for a New Year!

As I'm sure that everyone knows by now that we will be starting the New Year with a new Safety Director and a "new" Shop Foreman!

Mike Young has rejoined our shop as Foreman! Yay! We are very grateful to have him back at the terminal, even if it is temporary. And thank you to Mike for stepping up when SPD needed you more than ever. You are amazing, and we all love you!

Our new Safety Director's name is Petter Gretnes and his is a certified director of safety. He is from Tacoma originally, but will be joining us from Las Vegas where he currently lives with his wife. We are very happy to have found such a well qualified person to fill the shoes of Safety Director. He will arrive the third week of January to assume responsibility of the Safety Department. Please join me in making the transition as easy as possible by continuing your safe driving and transportation of freight. Let's put our best foot forward towards the beginning of the year with a new Safety Director and a record for the safest year yet!

Congrats to the Award Winners!

Driver of the Year:	Ken "Nemo" Finch
Team of the Year:	Mike and Sheri Green
Pride of the Fleet:	Peter Burke
110% Club:	Karl Tholstrup
Employee of the Year:	Krystle Vitrano

Along with these annual awards many drivers were awarded Safety awards. Congratulations to those

drivers and all of you, because 2005 was one for the record books.

I look forward to handing out even more awards next year, as I am expecting that with the growth of the company we will see a decrease in incidents.

401K Enrollment

January is open enrollment for 401K. All employees that have been with SPD at least one full year are eligible to enroll. Remember, SPD contributes \$0.25 for every dollar you do up to \$500 a year! Please contact Chris in the office for more information.



Just for Fun!

Read the following aloud to yourself (without hesitation); you will be amazed at how well you read it. Ready? Go!

Cdnoult bleeie taht I cluod aulacity uesdnatnrd waht I was rdanieg. The phaonmneal pweor of the hmuam mnid. Aoccdrnig to a rscheearch at Cmabrigde Uinervtisy, it deosn't mtttaer waht oreDr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a taotl mses and you can sitil raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe. Amzanig huh? Yaeh, and I awlyas tghuhot spleling was ipmorantt!

So, how did you do? Crazy isn't it?

PAPs & PARs Stickers

Please ensure that you have PAPs Stickers in your truck each time you leave out. We have had to FedEx these to multiple drivers this year. The FedEx timeline for delivery into Canada is never for certain and has been taking two to three days for drivers to receive. This is not working out very well for SPD and customer timelines. In addition to the added time this takes, each time we do this it costs between \$30 and \$45. So, check your stock and if you are in need of more stickers please talk to your dispatcher before you leave out.

O/O Transponders

Up to this point in time SPD has been covering the cost for all owner operator transponders. As of February 1st, 2006 all owner operators will become responsible for the cost of their transponder. Please look for a formal letter in your mailbox this month.

Safety Corner **New Director**

Petter Gretnes, CDS will arrive the third week of January. He will be taking over the responsibilities of the Safety Director at that time. I, Krystle, will still be in the Safety Department, as Petter's assistant.

Please bear with us as we go through this transition. I truly appreciate all of your help and support through the last five months without a director, and I hope you will show Petter the same support as he gets a feel for SPD and all the people that make it a great company (including you!). And let's make a good first impression by keeping the accidents and claims down to nonexistent if at all possible (which it is). Also, please make sure to come in and introduce yourself when he gets here, and be on your best behavior. Be patient with him and allow him the time to adjust and figure out how he would like to see the safety aspect of SPD run. I'm sure he will make some changes and we are all going to have to be flexible and go with the flow.

I look forward to using this opportunity to learn from his experience and spend more time focusing on the drivers of SPD.

Paperclip Shortage!

The front desk is currently experiencing a paperclip shortage as most of the paperclips are being used to hold correction notes to error logs.

Please make sure that you correct your error logs in a timely manner. A large stack of logs has been filed in the error box, so please check your file.

A new tab has been made for the "corrected file" so please make sure to put all corrected logs there, and not back in your file.

If everyone works together we can help bring back the front desk's paperclips from the brink of extinction. New Year's resolution: Help save the paperclips!

Pets New Year's Resolutions

15. I will not eat other animals' poo.
14. I will not lick my human's face after eating animal poo.
13. I do not need to suddenly stand straight up when I'm lying under the coffee table.
12. My head does not belong in the refrigerator.
11. I will no longer be beholden to the sound of the can opener.
10. Cats: Circulate a petition that sleeping become a juried competition in major animal shows.
9. Come to understand that cats are from Venus; dogs are from Mars.
8. Take time from busy schedule to stop and smell the behinds.
7. Hamster: Don't let them figure out I'm just a rat on steroids, or they'll flush me!
6. Get a bite in on that freak who gives me that shot every year.
5. Grow opposable thumb; break into pantry; decide for MYSELF how much food is *too* much.
4. Cats: Use new living room sofa as scratching post.
3. January 1st: Kill the sock! Must kill the sock!
January 2nd - December 31: Re-live victory over the sock.
2. The garbage collector is NOT stealing our stuff.

AND the Number 1 New Year's Resolutions Made by Pets...

1. I will NOT chase the stick until I see it
LEAVE THE IDIOT'S HAND

Moving on...

I would like to tell Chris Pfaff good luck with his new career as a Lakewood firefighter. You have been a great addition to the fleet, more than once, and we wish you only good things in the future. Stay safe and give us a call if you change your mind! Take care!



New Drivers

I am going to attempt to announce all new additions to our fleet this year in the newsletter.

We just added a new team that has come to us from Werner looking for a more driver based company. Please welcome Team McHann (Jon and Juliann). We are very excited to have them as part of the team! They will be in truck #53 temporarily.

HOS Audits and Violations

The new fiscal year for HOS violations that can go against your safety/performance bonus in 2006 began in November 2005. Everyone received a fresh start in November. I use this as the beginning because not all drivers turn in their logs with every trip packet as I have requested, so it takes longer to audit the fleet. You will never incur more than 12 months of possible HOS violations counting on your bonus at one time. The fiscal year will end in October 2006, with that being the last month.

I highly suggest that those of you that had problems complying with the HOS in 2005 use this fresh start to your benefit. This is your chance to review the HOS and begin a habit of remaining in compliance, which will benefit you and the company. I know that all of you know that SPD did not make the HOS, so please respect the laws that are set up to protect you and those that you operate around., whether you agree with them or not.

I handed out 15 violation letters for the month of November; each month I would like to see that number drop. Please call me if you ever have any questions concerning your HOS. Also make sure to maintain good communication regarding your available hours with your dispatchers in order to avoid timing issues.

Our New Year's Resolutions

1. Take a proactive approach to prevent cargo claims.
2. Reduce the number of accidents through defensive driving and driver awareness.
3. Decrease the amount of form and manner violations by ensuring completion and accuracy before logs are turned in.

4. Have at least one month where no one incurred an HOS violation. Each month have a lower HOS violation rate than the month before.

5. Achieve a record year regarding safety.

Once all of these goals are reached, we will have accomplished a huge task that not all companies are able to do. I believe that if we work hard, and work together, we can achieve all of these things by the close of 2006. I believe that you are some of the best drivers out there, now I want to see what you can do when challenged to be the very best.