



The Distributor

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Happy St. Patrick's Day!

March 17th is almost here! It's time for little leprechauns, pots of gold and green clothes. Don't forget to wear a little (or a lot) of green so you don't get pinched!

While St. Patrick's Day is typically a day of celebration, fun and alcoholic beverages, please remember to be on the look out for hazards on the road (a.k.a. people celebrating too much).

Happy Birthday!!

Happy birthday to everyone with a birthday this month, you are as special as any four-leaf clover to us!



- ♣ Don Singer March 6th
- ♣ Jared Johnson March 8th
- ♣ Rick Romero March 12th
- ♣ Tony Ward March 17th
- ♣ Belinda Yeater March 17th
- ♣ Tom Brooks March 17th
- ♣ Guy Betten Jr. March 17th
- ♣ Linda Lacount March 19th
- ♣ Peter Burke March 21st
- ♣ Henry Lacount March 25th
- ♣ Chris Tauzin March 25th
- ♣ Sandra Strampher March 31st

(My oh my! Look at all of those St. Patrick's Day birthdays!)

Happy Anniversary!!

Here's to the close of another year and to wishing we had a pot of gold to give you as a token of our appreciation!

- ♣ Bob VanPelt 1 year
- ♣ Tom Brooks 2 years
- ♣ Jerry McCormack 2 years
- ♣ Mike Orr 3 years
- ♣ Mitch Pilon 3 years
- ♣ Ken Milton 5 years
- ♣ **Mark Ross 14 years!!**

Health Stop Laughter for Life

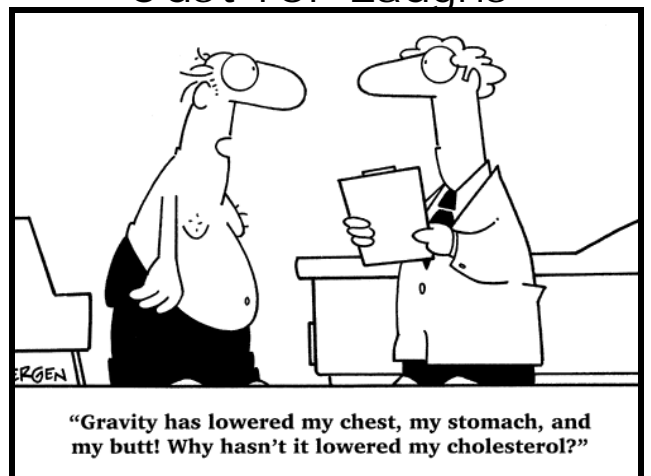
When humor is used appropriately, it can relieve stress, defuse difficult situations, enhance communication, burn calories, and generally make your world a brighter place.

But what are the health benefits? Research suggests that laughter may:

1. Reduce your heart rate. Initially it increased your heart rate, blood pressure, and oxygen consumption. Shortly after, these levels drop, providing a relaxation response.
2. Reduce your levels of stress hormones. Stress causes the adrenal glands to increase the cortico-steroids in your systems, adversely affecting your immune system.
3. Stimulate your immune system by elevating your levels of disease-fighting cells.
4. Deepen your breathing. Laughter is usually followed by a long sigh and a large intake of breath, which leads to better respiratory movement.

So... take time to laugh. Your life may depend on it.

Just for Laughs



Getting Along At Work

Here are 10 tips for getting along better with your co-workers (and people in general):



1. Rein in your tongue- HOW you say it is just as important as WHAT you say. You've probably wanted to tell someone, "Don't use that tone with me." Well... don't use "that tone" with them either.
2. Be careful what you promise- only make promises you can keep. If you cannot fulfill a request that you would like to, offer what you can, and make sure the other party knows you want to help, but this is all you have to offer.
3. Be kind and supportive- Offer praise to co-workers, it makes their day and they will remember it.
4. Take an interest in others- let everyone with whom you have contact know that you regard them as people of importance.
5. Be cheerful- Maintaining a cheerful presence will not only make others more comfortable around you, while helping you forget about your minor aches, pains, and/or problems.
6. Be Open Minded- When confronted with a situation that you disapprove of, or dislike, keep this in mind: it is the mark of a superior mind that can disagree without being disagreeable.
7. Be mindful of your own vices/virtues- don't allow gossip to rule your life. Tearing down others is destructive and a waste of time.
8. Consider the feelings of others- take in account other's feelings before you poke fun, even of those you know best.
9. Brush it off- Pay no mind to negative comments made about you. Let your actions determine how the majority sees you; the others are just jealous.
10. Don't worry about credit due to you- Do your best, it's the best you can do. Let others see your work ethic and you can take pride/pleasure in a job well done.

Diabetes & Dementia

You may already know that if you have type 2 diabetes and you don't keep your blood sugar under control, you're at greater risk of health problems. Diabetes can lead to heart disease, stroke, kidney failure, blindness and amputation.

One study on type 2 diabetes involved nearly 23,000 people; it showed that people who didn't control their blood sugar increased their risk of dementia by as much as 78%. Another study found that people with borderline diabetes were 70% more likely than those with normal blood sugar to develop Alzheimer's disease. Add in severe high blood pressure, and the risk increased by six-fold for these people.

Don't let your diabetes rob you of the rest of your health later on in life. If you are having trouble controlling your blood sugar contact your doctor to develop a new strategy that works better for you!

Tax Season

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DONATE YOUR CAR!!

Donate your car to Volunteers of America and get a tax write-off! Call (877) CAR-4VOA or visit their website at Car4VOA.org for more information! What a great idea!

Tax Deductions?

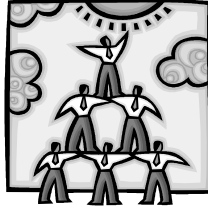
1. Your dog is not a dependant.
2. You can claim depreciation on livestock if it is used for breeding.
3. You CANNOT hire an arsonist to torch your business to get the insurance money and then claim the \$10,000 "consulting fee" you paid him!

Safety Corner

R-E-S-P-E-C-T

As previously discussed, our company is made up of a team of individuals working together. There are some key elements required to make a team successful. For example:

- ✓ Cooperation
- ✓ Communication
- ✓ Optimism
- And...
- ✓ Respect



Respect is kind of a tricky element if you don't understand it completely. Here are a couple definitions of the word:

1. Esteem for or a sense of the worth or excellence of a person, a personal quality or ability, or something considered as a manifestation of a personal quality or ability.
2. To show regard or consideration for.

We must believe that all people are worthy of our respect and deserve common courtesy. Respect is essential when working with others, and it can be shown in so many ways.

- ➔ Speaking
 - ✓ Don't participate in gossiping
 - ✓ Be courteous on the phone
 - ✓ Refrain from using foul language
 - ✓ Make sure your jokes/comments are appropriate, not rude or offensive
 - ✓ Say, "Excuse me."
 - When you interrupt someone
 - Whenever else necessary
- ➔ Doing
 - ✓ Respect other's property/areas
 - Don't go through other's desks
 - Clean-up after your pet while on someone else's property
 - Pick up your cigarette butts
 - Be aware of any unfavorable or unpleasant smells your food might put off in other people's work areas.
 - ✓ Keep your hands to yourself

Being respectful of coworkers helps create a positive, productive work environment. Let it start with you. It's amazing how your attitude can reflect in those around you. We

are one company, one team, and we are all in it together; think teamwork.

As part of a team each team member deserves your tolerance, acceptance, and respect. A positive attitude and concern for those around you are the first steps in creating a productive, positive working environment.

Timely Logs

All drivers please make sure that you are turning in your logs with EVERY trip packet. Remember: This helps payroll in determining the proper amount of hours to charge taxes on.

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Crime & Punishment

Ask any Safety Department; the worst part of the job is reprimanding drivers. Write-ups are not fun to give out, and taking bonus deductions are not our goal in life.

We have had to write/issue eight disciplinary reports this year. All eight somehow involved the driver being careless, whether with his equipment, cargo, or just making poor decisions.

Please take the time to ensure the safety of your equipment, cargo, and the property around you. Most preventable claims could have been avoided if a little more care and attention to detail would have been involved in the decision making process.

We trust in your abilities to make good decisions, and have confidence that you will always think things through to prevent making a poor decision.

Remember we are here for you to consult with whenever you need assistance. Use us as your resource and we can hopefully make good decisions together.

Prepass Update

PrePass welcomes Georgia as its 27th member state! By the end of March they hope to have 19 Prepass sites fully operational!

Please keep in mind... your green lights are determined by our ISS rating and whether or not the scale wants to pull you in. The scale cannot tell by your transponder if you are overweight, permitted, etc. If you are running next to other trucks with transponders, you may be the only one to get pulled in. **Even with a transponder you can get red-lighted.**

If you do not get a red or a green light at a PrePass equipped scale, please contact Safety and we will check into the problem. Getting red lights does not constitute "problems with the transponder".

Currently Umatilla and Farewell Bend in OR are having issues with the OR Green Light Program, which is the program that allows your transponders to work in OR and WA.

California Idling

**California law now limits diesel-fueled commercial motor vehicle idling.

-Drivers may not idle their engines for more than 5 minutes at any location.

When is idling allowed?

1. Idling of the main engine during sleeping or resting in a sleeper berth beyond 100 feet from any restricted area (homes and schools).
2. Idling when the vehicle must remain motionless due to traffic conditions.
3. Idling when the vehicle is queuing that at all times is beyond 100 feet from a restricted area.
4. Idling to verify safe operating conditions.
5. Idling is mandatory for testing, servicing, repairing or diagnostic purposes.
6. Idling when positioning or providing power for equipment that is performing work
7. Idling when operating defrosters, heaters, air conditioners or other equipment to prevent a safety or health emergency.

What are the penalties?

-The driver of the vehicle is subject to a minimum civil penalty of \$100 and possible criminal penalties.



ISS Rating

How low can it go? Our ISS rating has dropped to 36! Woohoo! Go Team!

Training 2007



****Train: to make proficient by instruction and practice, as in some art, profession, or work.**

The idea of training is a simple one; to refresh, improve, or learn skills in order to perform a task or skill more efficiently and more effectively.

Training is not a punishment or a reflection of your character. The training material we have is used as a tool to help refresh your memory, habits, or skills and help us and you determine areas that need to be covered more in depth or gone over again.

Our goal in the Safety Department is to provide you with the tools and means to do your job the safest and most efficient way possible. We offer, and often ask drivers in the fleet to go through training sessions as they are in the terminal, not intentionally targeting any certain person. Now, if a driver is incurring HOS violations they may be asked to go through an HOS refresher session, however, most of the training varies with the materials we have in.

While all training will be reviewed with each driver, wrong answers (on quizzes and such) do not count against you. Questions answered incorrectly will be reviewed and seen as a place for clarification and room for growth. This is not a bad thing. While we take training seriously, the sessions are opportunities to hold discussions and bounce ideas off each other. Please do not take training or "wrong answers" personally, neither are an attack on you or your driving abilities.

As announced before, each driver in the fleet now has a "Training File" where all of your training will be documented and kept on file. This file will prove essential to demonstrate proper training in the case of an accident or DOT audit. And even if it wasn't you in an accident, a DOT audit is company wide, and they don't care how much experience you have or how great of a driver anyone thinks you are, they want documented proof. We want to give it to them. We need your help to do that.

We thank the fleet members that have already completed some training sessions this year, and we look forward to the rest of you doing so too.

The training set in place is for your benefit; embrace it! Remember: part of being a good driver is having a good attitude!

Trip Envelopes/Expenses

It is imperative that all drivers remember to record ALL trip expenses on the trip pack envelope. If an expense is paid by credit card, please record SPD or personal credit card and what for.

We have been receiving a large amount of trip envelopes that are difficult to process due to extreme disorganization, dirt, and lack of records on the envelope itself.

Please take the time to ensure that all your receipts are in order (not folded) and that all your expenses are recorded. You will not be reimbursed for approved expenses that are not recorded on your trip envelope.

Your effort and cooperation helps us in avoiding settlement questions and corrections, and allows us to process all the driver's trip envelopes more accurately and efficiently.

Speeding

Four speeding tickets in one month?! Yep, that's right, our company drivers received four speeding tickets in all last month.



Great West Casualty Company, our insurance company, does not like to see speeding tickets on drivers' MVRs. Through Great West we have underwriting guidelines that we must uphold in order to retain our insurability. As individuals you can be rejected by Great West, which can lead to termination.

There are no state trends that we have noticed; all states are cracking down on speed limit violators. And, along with receiving a speeding ticket, you may also face written warnings and Safety Bonus deductions (speeding is not safe, and a violation of company policy).

Please be aware of your speed and the speed limit at all times.

St. Patrick's Day #s

- ♣ 33.7 mil. US citizens are of Irish ancestry- almost 9 times the population of Ireland.
- ♣ Americans consume 22 gal of beer per capita annually.
- ♣ 4 places in the US are named Shamrock.

Word Scramble

Unscramble the letters to make words that remind us of St. Patrick's Day!

LIBDUN

KRAMCOSH

RENGE

CPIHN

DOLG



DOT Physicals

We have seen a great change in physical renewals; we would like to thank the fleet for the dramatic increase in physical renewals in a timely manner.

It was once common to have drivers call in needing a speedy trip home in order to renew a physical that was set to expire in a week. We have noticed a new trend, however. Drivers are renewing two, three weeks in advance of expiration dates!

Thank you! Thank you! Thank you! Expiration letters will continue to go out as reminders to you, but we greatly appreciate all the effort being put out on your part.

When renewing your physical, please remember to ensure the following:

1. Your blood pressure is within the regulations: Your BP must be 140/90 or less in order to qualify for a two year medical card. (Once your physician drops you to a one year med. card due to high BP, you will not be able to go back up to a two year.)
2. All the vision fields are completed: This includes checking the boxes that say you are able to distinguish colors and you do not have monocular vision.
3. That the doctor correctly completes the physical examination section: The "no" boxes should be checked for all normal findings.

Thanks again for all your efforts!