

The Fifth Wheel

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Mike Norsworthy
Director of
Operations
Team Division

September of 2006 marked a new beginning for Southern Cal team Mark and Christine Dennis. They joined Southern Cal after 10 years as Owner-Operators. After a short sabbatical, they decided to join our team. It didn't take them long to adjust, as they earned honors as the Southern Cal Transport 2007 Driver Team of the Year!

Christine and Mark have consistently provided on-time service to our customers while operating at a level of safety that is an example to other drivers everywhere. Fleet Manager Chris Key likes the dependability and great communication he gets from the Dennis team. Managing a board of drivers is challenging, and a team that gets the job done, day in and day out, helps ease the strain. They are a highly productive team, racking up weekly miles above the fleet average. At the same time, they demonstrate their concern for fuel economy with consistently low idle times and above-average mpg. The competition in 2007 was fierce, with quite a few great teams in the running, but the Dennis' overall performance made them the best of the best.

"The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark."

– Michelangelo

Dennis' earn 2007 Team of the Year!



Christine and Mark reside in the small town of Deport, TX. They have been married over 27 years and have two children, both married, and three beautiful grandchildren – soon to be four. When they get home for some needed time off, they enjoy stock car racing, camping, fishing and boating with their family. Both have said, "We play just as hard as we work."

Mark is a former Marine with over 22 years of over-the-road driving experience. Christine left a successful career in fast-food management to go into business with Mark when they bought a truck and became Independent Contractors. She says, "We've seen a lot of beautiful places and a lot of places I don't care to go

back." Mark was glad to have the opportunity to "see and do things together" with Christine. He's passionate about his profession, and thinks that drivers today get a bad rap. "People don't realize how many people drivers have helped or how many lives they have saved. They think we are this wild bunch that just wants to be in their way. We tend to be more safety-minded than the motoring public gives us credit for."

The Dennis' have demonstrated that they ARE safety-minded, and performance, productivity, and fuel economy-minded, too. When you pass Tractor 471 out on the road, be sure to congratulate them on their achievement – 2007 Driver Team of the Year!



Cliff Abbot
**Director of
 Driver
 Development**

Team Up!

Our 2007 Team Up! effort was a great success. In a market where many companies are downsizing (and some closing their doors,) Southern Cal was able to achieve growth.

In 2008, our business environment makes it even more beneficial to add more teams. In a very competitive freight market, the ability to accept team loads allows us to take advantage of growth opportunities. Expanding our number of teams helps our Southern Cal team achieve its goals more quickly. You have an opportunity to help – while helping yourself to some cold, hard cash!

Just like last year, Eagle drivers can earn a cool \$1,000 by partnering with another Eagle driver to form a team! In our **Team Up!** program, **each** driver of the team will earn a \$250 bonus payout for the first month, another \$250 for the second month, and a final \$500 payment for completing 3-months of team operation.

Here's how it works: a qualified solo (Eagle) driver fills out our **Team Up!** form and places it in the suggestion box in the drivers' room, or turns it in to the Recruiting department. You'll have an opportunity to record some information about yourself, such as how you like to run, whether you smoke, and what kind of music you like. You can also specify what attributes you would like in your team partner. For example, if you don't smoke and you enjoy Beethoven on the radio, you might prefer a partner who doesn't enjoy cigars while grooving to Tupac. Team Up! forms can also be faxed to 205-324-7906 or sent in with logs to the Safety department.

Recruiting will match up potential team partners and put you in contact with a similar candidate. Once you've had a chance to talk to your potential team mate and the two of you have decided to **Team Up!**, we'll make truck and Driver Manager assignments.

Your earning potential increases as soon as you Team Up! Before you get your first bonus payment, you'll already be earning higher mileage pay. Think of this: if you earn 20 cents per mile as a team partner, that is the equivalent of earning 40 cents per mile driving solo.

And there's more! In addition to higher pay and the \$1,000 **Team Up!** bonus, there's a team productivity bonus, too. Once you and your team partner achieve 52,000 miles in a calendar quarter (that's only 4,000 miles a week!), you'll split another 10¢ per mile for every additional mile in that quarter! Need more convincing? It's also an opportunity to spend more time running in the sun, on some of those long Southeastern US to the West Coast runs that Eagle drivers typically don't get.

Look for **Team Up!** forms at all of our terminal locations. Can't wait? Call Recruiting at 800-511-2027 and we'll email or fax one to you.

Expiring CDL's & Physical's

EXPIRING CDL'S

BRUCE YEE	06/25/07	JOE BURNHAM	01/15/08	JO ANN BRIGMAN	02/14/08
MARIA D. RODRIGUEZ	07/31/07	RICHARD D. LYONS	01/23/08	AL BURKETT	02/15/08
JOSE MENDEZ	09/16/07	GLENNA D. MCGLOTHIN	01/29/08	EDDIE WIMBERLY	02/16/08
MARK A JONES	09/30/07	RUSSELL D. MILLER	01/31/08	JOHN NEBLINA	02/16/08
HAROLD BELL	11/07/07	DAVID L. DUKE	02/03/08	WILLIAM DUKE	02/21/08
JACK BOYETT	12/09/07	WILLIAM J. ROMINE	02/13/08	HENRY WHITNEY (BUD)	02/20/08
ALAN BURTS	12/09/07	PALMER SPURGEON	02/14/08	LEONARD RODRIGUEZ	02/21/08
JOHN K BRIGMAN	12/19/07	SUSAN W. ORR	02/14/08	JIMMY ORR	02/28/08
WYNOTTA CRAWFORD	01/02/08	CHARLES HENDERSON	02/14/08		

EXPIRING PHYSICAL'S

JANN KNOX WARD	08/02/07	THOMAS KOLB	01/04/08	HUBERT RIOS	02/08/08
ANDREW P BRITTINGHAM	09/12/07	SHARON K. TACKETT	01/13/08	BETTY L. RICHARDSON	02/14/08
MELISSA MAGNUSSON	12/01/07	LONNIE FORD	01/16/08	RICK FINKLE	02/20/08
FREDERICK G STEWART	12/12/07	RICKY MCCOLLUM	01/23/08	SHARON F. JAQUE	02/27/08
LINDA DRUMMOND	09/11/07	JEFFERY HARPER	02/01/08	RAUL JAQUE	02/27/08
ANTONIO BLAKES	01/01/08	LINDA VINSON	02/01/08	CARLTON EBERLEIN	02/28/08
LEONARD R DUKES	01/04/08	DOROTHY COLBERT	02/05/08		

Damon Pruet
**Director of
 Information
 Technology**

Cell Phones Make Cents

As we get settled into the new year, it's always important for us as a company to focus on where we can improve, and to identify areas where we can drive out waste. Often, small changes can have big impacts. Moving forward in 2008, a key piece of technology in driving out change, both for our personal lives and our company, is the device that has become a must for most people: the cell phone.



Save Yourself Some Pocket Change

Earlier this month, I spoke with the leading cellular providers (AT&T, Verizon, Sprint/Nextel) and found that standard cell packages across the board include nationwide long distance and free roaming. Those of us that are cell phone users often don't think of how to get the most of these benefits, but here are a few tips:

If you receive a call from a family member or friend who is calling you long-distance from a landline, answer the phone, and call them back. This saves the landline party the long distance charges, since the phone *making* the call is usually charged for the long distance. The only time this is not the case is if you are calling a toll-free number (area codes 800, 866, and 888).

The major providers (AT&T, Verizon) typically offer unlimited mobile-to-mobile calling on their network. To get the most out of this, encourage friends and family to use the same services.

For instance, if most of your friends use AT&T and you use Verizon, changing to AT&T and adding the unlimited mobile-to-mobile feature for a few dollars a month can greatly reduce your phone bill and theirs.

Sprint/Nextel users: The great appeal in Sprint/Nextel is their patented Push-To-Talk (PTT) radio feature. If you're not using this as often because you want a private conversation, check your instruction booklet for ways to use your PTT through the handset or headset rather than the radio. Your PTT is like a bottomless well of free minutes. Every conversation you have over PTT is a conversation that you're not paying for.

Saving the company

Now that we've got you saving yourself some pocket change on your next cell phone bills, let's take a look at making some cents for the company. Many of you have your fleet manager's toll-free (800, 866, 888) number. Did you know that when you call a toll-free number, it's just like making a collect call?

For those of you who have nationwide long distance, when you call that toll-free number, Southern Cal pays long-distance charges. If you have nationwide long distance, you could call your fleet manager's local number and **nobody** pays long distance! So let's make some small changes that make cents. If you talk to your Fleet Manager once a day, for three minutes, Southern Cal pays 7.5 cents for that phone call (our rate is 2.5 cents per minute). 7.5 cents doesn't sound like much, but multiply that by 5 days a week, and then by 52 weeks a year, and you come up with **\$19.50 per driver per year** that we can save just by dialing a different number. Multiply that by about 500 drivers, and we start talking about some serious pocket change!

Here are the Fleet Managers' numbers, both local and toll-free, in case you don't have them. We know your time is valuable, and calling your Fleet Manager directly can save you some hold time. Help us make cents! One last thing, if any of you have tips or tricks for saving on the phone bill at home, let your Fleet Manager know, and we'll pass it on to your fellow

Fleet Manager	Local Number	Toll Free
Solo Division		
Steven Ash	(205) 503-5309	(866) 466-4316
Matt Hales	(205) 397-2218	(800) 576-2241
Zac Stevens	(205) 397-1226	(888) 763-1482
Beki Wright	(205) 503-5302	(866) 607-8925
Team Division		
Jason Hilner	(205) 503-5322	(866) 607-8929
Chris Key	(205) 503-5323	(866) 607-8926
Ross Kingery	(205) 503-5320	(866) 466-4609
Sheldon Pierson	(205) 503-5304	(866) 607-8928
Gwen Waters	(205) 503-5318	(866) 607-8927

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It doesn't matter how long you are accident- or incident-free — a month, a year or twenty years. What does matter — to you and to all who travel the roads of America — is the fact that you have made a conscientious effort to be safe and succeeded.



Chris Key
Fleet Manager
Team Division

Dennis' earn 2007 Team of the Year!



September of 2006 marked a new beginning for Southern Cal team Mark and Christine Dennis. They joined Southern Cal after 10 years as Owner-Operators. After a short sabbatical, they decided to join our team. It didn't take them long to adjust, as they earned honors as the Southern Cal Transport 2007 Driver Team of the Year!

I was extremely proud to submit Mark and Christine as my entry for team of the year. They are very pleasant and easy to work with. I honestly can't remember the last time I heard either one of them complain about anything. This team is always on time and always communicates their issues in a timely manner.

Christine and Mark have consistently provided on-time service to our customers while operating at a level of safety that is an example to other drivers everywhere. Managing a board of drivers is challenging, and a team that gets the job done, day in and day out, helps ease the strain. They are a highly productive team, racking up weekly miles above the fleet average. At the same time, they demonstrate their concern for fuel economy with consistently low idle times and above-average mpg. The competition in 2007 was fierce, with quite a few great teams in the running, but the Dennis' overall performance made them the best of the best.

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