



In The Driver's Seat

Danny Herman Trucking, Inc.

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President's Corner

Joe Herman, President

either one. We feel this will give you an option to choose the stop you prefer and it also gives you an option if the fuel islands at one are busier than the other. We will be sending the newly approved fuel list to the terminals within the next couple of weeks. Once this is done we will send a QualComm message out stating they are available. The terminals will also ask if you have an updated copy as well.

I hope this newsletter finds all of you doing well. The New Year is now upon us and with the exception of a few pockets, like California and Georgia, freight has been moving along steadily for January and February. While these are usually two of our slower months of the year, our miles are currently tracking 8% above the miles we ran in January 2010. We still remain optimistic about 2011 and expect it to be much better than 2010.

I would like to take the opportunity to thank all of our drivers and owner operators that took the time to attend the Annual Driver Meetings that were held in El Paso the first week of January. I hope that they were beneficial to each of you and that you have a better understanding of the CSA program. As was mentioned in the meeting, our goal for ALL seven of the categories under CSA is to be below 40%. We have a couple of categories that we have to work on. The category that we have to work on the most is the Unsafe Driving Category. This includes speeding tickets, improper lane changes, following too close, seat belt violations, traffic control devices and any other type of moving violation. At this point all of you should know where your scores are and if you do not please do not hesitate to contact Safety, and they will be happy to provide you with your score.

Within the next couple of weeks our fuel stop network will be changing somewhat. We will continue to have Pilot and Flying J, or I believe now it is known as Pilot/Flying J, as our vendor, but we are now adding the Flying J's in the same areas to the list. This will give you the option to fuel at

As we continue through the next couple of months we will continue to see winter weather and slick roads in some areas. Please be careful and drive safely. If the weather gets bad and you do not feel safe, pull over until the weather breaks and you feel safe. We just ask that you contact dispatch and let them know so that we can notify the customer. Also, please adjust your speed for the conditions that you are driving in.

Last and certainly not least, I am sad to say that we have lost a very special member of the DHT family. Mrs. Kathleen Wallace passed away February 3, 2011 after her battle with cancer. Kathleen was a very special part of the DHT family and special to me personally for the past 22 years. She was one of those people that you could count on at anytime. She had a special twinkle in her eye and a caring nature that myself and others will never forget. I ask that you keep Kathleen and her family in your thoughts and prayers.

In closing, I just want to thank all of you for all that you do for DHT. We appreciate you and the job you do for us! Please be safe in your travels. May God bless each of you and your family!

Keep on Trucking Safely!!

Inside this issue:

Western Region	2
Operations Sales	3
Maintenance Logistics	4
Safety	5
Human Res. EP Spotlight	6
El Paso Driver Meetings	7-10
Driver of Month/ Year Program	11-13
Driver Pay Plan	14-15
Terminal News	16-18
Exercise Tips	18
Anniversaries	19
Memoriam	20

Western Region

Donald Hopson, Vice-President



Hello to everyone out on the highway, inside the walls of DHT and all of the customers that get our newsletter. Once this issue reaches everyone, we will be looking at spring and I know better weather will be a welcome change. Our freight volumes started off pretty well in January this year as we began

getting everyone back out into the system and spread out in areas to accommodate all of our customer's needs. As you will read in this issue, there are a lot of things going on in every part of the company and that is mostly by design. We are planning on 2011 being a great year and we are preparing for all that it will bring now.

I think most of you know by now that we have developed our own in-house security department and we will probably have cameras installed in the Nogales Terminal by the time you get this copy. We are still in the beginning stages with having all of the equipment interfaced and all of the little things working properly. We already have camera systems working in El Paso, Laredo and Fontana. If plans do not change, we will install a system in Lebanon, sometime after Nogales is complete. The locations are monitored 24 hours a day, seven days a week. There are numerous ways this system has helped insure everyone's safety and our cargo. We will continue to be able to enhance our capabilities as we move along.

Presently, we ask that no one drive your personal vehicles into any of the areas in the terminals that we have designated for trailer parking or where it is posted for no autos beyond a specific point. The security personnel have instructions to collect auto data and info and report it when they are not sure who it is and report it to the police immediately. In most cases, the authorities will be called to insure that we do not have a theft in progress. If you are entering a location that requires that you must open and close the main gate, please be sure that you do this every time that you enter and exit. We are also monitoring who may leave a gate open. If you witness something that you feel should be investigated immediately (after hours), please contact the night and weekend personnel in Mountain City, and they can contact security so that they can determine what steps need to

be taken.

We have trucks available in the lease/purchase program. Currently, we have 2007 and 2008 trucks. If you are interested in the program, please call me in El Paso, CJ in Mountain City, or Leila in El Paso for some basic info, and they will be glad to pass your information along to me. We also have some basic information we can provide for you at the terminals that will explain how the program is designed. I would need to schedule an interview with you (in advance) when you are in El Paso. The interview takes approximately an hour and your approval for the program would be the next step. For anyone that may be interested, we encourage you to inquire with any of the people already in the program whenever you may be in the same area. You can identify these units as their unit numbers start with an "L".

For those of you that are company drivers, we ask for your patience with us if we have to ask you to make a swap into a different truck. We are currently putting new trucks into the system and it does require certain people to change trucks. We will do our very best to do these moves with the least amount of swapping possible and we are also trying to give you as much notice as possible when we know of a swap that needs to happen. Also, regarding swapping trucks, it is vitally important to always do your very best to keep every truck that you are assigned to as clean as possible. Trucks are being inspected in the shops to insure that they are clean and that everyone is doing what it takes to keep the inside of all trucks clean. We are privileged to be able to have new equipment on a regular basis to drive and we should all be appreciative and respectful of that or we would eventually have nothing but 6 or 7 year old trucks to drive, or even older.

As we move on into 2011, we will do all that we can to do things that will make things better for drivers and customers as well. The Leadership Management Team is committed to doing whatever it takes to succeed and be one of the very best carriers in the industry. We are also accustomed to having to outperform our competition to secure business long-term and we will continue to do that with the help and input from each of us on the DHT Team. Thanks to all involved and safe trucking to each of you on the highway!

Drivers, please remember to sweep out trailers before taking them to customers!

Operations

Blake Grindstaff, Vice President



Although January 2011 has been a drastic improvement over previous years, it has still been a bit choppy to say the least. All of us in the trucking industry know that January is typically a slower month, but the severe weather we have experienced in many parts of the country has only added to this. Fleet mileage looks to be trending back towards precession levels and we expect this trend to pick up even more steam as we move further into 2011.

As most of you have seen out on the road we have been receiving new trucks and new trailers throughout the last couple months. This receipt will continue until March and will provide us some much needed relief in the maintenance area. One issue we continue to work on is the proper use of the APU units in the trucks. In my time in trucking I have seen us make many adjustments such as QualComm, transmission changes, etc. and this one is no different. With the laws continuing to get stricter and fuel economy becoming harder to maintain, the APU is here to stay. We realize there are some bugs to be worked out on the manufacturer's end, but in a lot of cases we are not utilizing the equipment properly. These units not only provide DHT with a lower cost but they are much better on the environment than idling. As I stated earlier, these units or some form of them are here to stay. If you do not fully understand the proper usage please get with the next shop you are at for training.

Finally, I want to remind everyone to always be aware of security. The improvements that have been made at DHT in the last year are second to none. We appreciate all of our drivers and terminal personnel for their commitment, but we must always be on guard and moving forward to improve further. A lot of people are still out of work and statistics sadly show that crime rates will continue to be higher than normal due to this. Inspections are the key to security so be unyielding in your efforts to do these as required. May all of us prosper in 2011. Keep on trucking safely.

From The Sales Corner

Rick Watkins, Vice President Sales and Marketing

Happy New Year everyone! I hope the New Year finds you and your families doing well. Although this year has started off a little slow, we feel good about some of the markets in 2011. It looks like the economy has started recovering and things are expected to get better as the year progresses. A lot of customers, both current and potential, are beginning to get their houses in order as they prepare for an economical recovery this year. It appears the industry will face power shortages this year, like never before, as we begin to realize the lack of equipment that has gone away in the recent years.

Our Sales Team is doing a good job at identify some of the areas we classify as "Red Zones," such as the Dallas and Atlanta markets and generating new business. Our goal is to eliminate as much dwell and down time for you as possible and assuring the wheels on your truck are going around and around month in and month out to keep you moving down the highways.

We added a new Regional Sales Manager to our team in January. Her name is Paige Laminack . She will be responsible for the Southeast Region. Paige comes to us with a strong customer background in that region and experience with several brand name carriers to the industry. She will bring a much needed lift to the Northern Georgia, North Carolina, South Carolina and Tennessee markets where we need the biggest push right now to get equipment back to our defined lanes of service. I am confident she will add value to the region, sales team and the company.

Be safe on your travels and I hope to see and meet some of you in the coming months as I travel to the terminals and across the country. Wishing you and your family a blessed and prosperous 2011!



Maintenance News

Bobby Allen, Director of Maintenance



Hello and I hope all is well with everyone. It sure is good to see 2010 in the rearview mirrors and look forward to greater things in 2011. It looks like freight and miles are improving and that is good for everyone. I would like to thank all of the drivers and owner operators that took time out of your busy schedules to attend the annual driver meetings we had at the El Paso terminal the first week of the year. The turn out was very good and I believe the exchange of information that went both ways was excellent. I did appreciate the opportunity to meet and talk to everyone.

One of the items that we talked about was PM Services and though we just touched on this briefly, it is one of the most important items that the shops do. I am sure many of you have gotten messages from maintenance reminding you that your truck was due service. Trucks are due every **25,000** miles and can be done **2,500** early but the new trucks with the MX engine are due every **40,000** miles and they also can be done **2,500** miles early. With the many changes in our industry, you can see why it is so important that we complete these services early or on time. We, as a company, cannot afford to have the services go over. Just the other day we had an engine fail and the first thing that Cummins asked for was the oil change history to make sure that we were doing services on time and not allowing equipment to run over on miles.

We all heard about the new CSA regulations that have gone into effect and how that can affect all drivers as well as the company. Getting the PM Service done on time and not allowing it to run over is one of the best ways to help make sure that you do not get any write ups on your truck. Having the service on your truck done on time and not being late is also part of the criteria for the Driver of the Month/Year reward program. Each truck has a service card in the truck that will help you with knowing when your truck was done and when it will be due again. If you have any questions about it, make sure you see a shop manager and ask them to explain the card to you.

Idle time percentage continues to be an area that we can improve on and continue to lower. With it being winter-time everyone should be using the Webasto heater in their truck to stay warm. If you are having ANY problems with your heater, let maintenance know so we can get you to a shop to have it repaired. Many of us learned during the meeting that one of the reasons we strive to keep the idle percentage low is to help our SmartWay score. We must maintain our SmartWay score where we are or better yet, improve it. Our customers do ask what our score is and it has become a big part of retaining customers and us getting new ones. This is one of the many ways you can continue to help the company to improve and grow.

As you drive around out there, I would ask that everyone continue to practice good safety habits, do good pre and post trips and be safe. Look out for one another. Remember we are in this for the long run. Work hard to lower the CSA scores and hard to improve the SmartWay score, high MPG and low idle percentage. Remember to thank the veterans for the sacrifices that they have made. Young or old, man or woman, they all made sacrifices for you and me. Above all, have fun and be safe!

DHT Logistics

Vicki Fifield, Director of Logistics



Happy New Year to everyone!! I hope everyone had a joyful holiday and is ready to get back to work with a new spirit and motivation! The start of this year for DHT Logistics has been better than anticipated and I really feel the economy will turn around and we will see things progressively get better.

The first week of January we held a meeting here in El Paso for some of our local carriers to discuss CSA 2010 and how DHT Logistics can help if you are a carrier struggling with your scores. We had a good turnout and I feel everyone came away with some good information and some contacts to help them with questions and issues they may have been having. We have made a good business contact with a company who specializes in DOT Compliance. They sent two representatives to speak with the carriers on their services. I would like to send a special thank you to Steve Frantz for helping me put this on and for sharing his abundance of knowledge on CSA 2010! It is meetings like this and open communications with our carriers that make DHT Logistics different from other brokers. We want to be a good partner to our carriers and likewise we feel they will be a good partner to us.

I have made a commitment to hit the streets more myself this new year seeing as many carriers as possible and securing commitments for the year on business that I know is coming. It will be important to start the year off right and make sure we have the carrier base on hand to handle the loads we will be offered. Turing down one load will be too many. A new year is upon us folks with new opportunities! Keep your head up and your eyes on the road and let's all do our part to make the most of 2011! Stay Safe and may God continue to bless you and your families!

Safety Notes

Steve Frantz, Director of Safety



Hello drivers! I hope this newsletter finds you well. I would like to start by thanking all the drivers that attended the meeting in El Paso January 3rd – 7th. I had a great time talking with all of you. I hope you got as much out of the meetings as I did just visiting with you. I would also like to congratulate our 5 Per-Trip Inspection Contest Winners. Monday's winner was Jose Estrada, who got an I-Pod, Tuesday's winner was Randy Banbury, who won an I-Pod, Wednesday's winner was Rodney Alexander, who won a 24" flat screen TV, Thursday's winner was Alfredo Esquivel, who won a 24" flat screen TV and Friday's winner was Fidencio Bermudez and he also won a 24" flat screen TV. Thanks to all everyone that participated in the contest. It was a lot of fun.

CSA UPDATE

There seems to be a little confusion over some of the messages that have been put out and I want to make sure we are all on the same page. When we talk about the speeding tickets on CSA, it has nothing to do with your driver's license. I have had several drivers call me because none of the speeding tickets were showing on the MVR. CSA has nothing to do with your MVR. If DOT writes you up for speeding, it will show up on your CSA. On the other hand if the state, county or local police write you a speeding ticket, it will show on your MVR, but many times will not show on your CSA score, unless you are in a state like TN, where the state police are the same as the DOT. Then, it would show up on both.

With our current score being above the allowable threshold in the "Unsafe Driving" category, we need to pay particular attention to any moving violations and/or warnings. Remember, warnings count. We are only above the threshold by 3.6 % and with your help we can get back under that "Alert Status" within the February or March updates. The scores for DHT are on a two years cycle, and violations that are more than two years old will fall off DHT's record when they do the monthly updates. In addition to violations falling off, there are also other violations that will be reduced in point value on the time weighted scale. If you get a speeding ticket or warning for five mph over the speed limit, that ticket will be a 15 point violation for the first six months. Then, it will drop in point value to ten points for the next six months and then will drop to five points for the remaining 12 months. Then, it falls off of DHT's score. So, as you can see there are several ways in which we can improve our score, as long as we are not adding to it. If we add to it, we have 15 points going on, but the ones falling off are only worth five points. You do the math. If we keep adding to it, it is a no win for all. As stated before, the DOT is not assigning points to drivers at this time. However, the violations still follow you for a three year period.

OK, now let's talk about the "Fatigue Driving" category. Our violations in this category are also increasing. We are currently at 44%, with a threshold of 60%. While that is not bad, I am seeing a lot of violations for "log not current" and "log general form and manner". The log not current is no more than a driver not drawing the line to change status. This is most common after a break and the line is still showing on line 1, 2 or 4 at the time of inspection. Please remember to draw that line to the current status. The general form and manor errors are no more than a driver having an incomplete log, such as you forgot to put your mileage or your trip number, you forgot to sign it, something of that nature. It has nothing to do with the grid. Please review your log sheet at the end of the day to make sure it is complete. Our goal is to be under 40% in that category, and if we take just a couple extra minutes to do this, our score will drop down within just a couple months.

HOS

I know that many of you have been hearing about the changes to the hours-of-service on the radio. I wanted to take a minute and update you on this subject. Yes, the FMCSA has made public the new proposed HOS regulations. It came out in the Federal Register on Dec. 29th and is open for public comment for 60 days. At that point the FMCSA will take all public comments into consideration and make the necessary adjustments and come out with the Final Rule.

I have not put out any information on the new rule simply because it is going to change from its current version. There are a lot of industry supporters that are looking at the new rules and will address them with the FMCSA. The big one that comes to mind is the ATA. I know they are taking an active role with this in the interest of the trucking industry and how the proposed rules will impact us. If any of you would like to read more about the changes or if you would like to comment on what these changes mean to you, please go to www.safedriverhours.com where you can read about the changes for you as a driver and how it will affect the way we currently do business. You can also make your voice heard by commenting on how these new regulations would affect you and your families. If you have any questions on making a comment or need some help, please contact me as soon as you can. I would like to thank all of you for what you do. Please drive safe and we will talk to you soon.

Happenings in HR

Melanie Shepherd, Director of HR



Happy Winter to all of you! I guess I am trying to put a positive spin on this winter season because I know I can speak for most of us here in Mountain City and quite a few of you when I say that I am ready for spring to get here! I know, I know, we shouldn't be wishing our lives away, but I think the snow machine needs to be unplugged.

I was able to participate in this year's driver's meetings and was able to see and meet about 100 of you. For those of you that were able to attend, I trust you found the sessions informative, useful AND enjoyable! I hope to be able to do some more sessions with you in the future and hope to be able to meet more of you.

This year, to put a new spin on things and reward those for a job well done, we had a Pre-Trip inspection contest. The winners received an I-pod Touch or an HDTV flat screen TV. The winners are featured below. While I'm on the subject... please remember to do a VERY thorough pre-trip, in-transit and post-trip inspection. These are very important and will pay off in the long run.

We have also awarded our Driver of the Month Solo and Team and want to congratulate John and Laurie Jones for Team of the month and David Tackitt for Solo of the month for January 2011. There were about 3 other drivers that were in the running for this, based on miles alone, but violations (log and traffic) knocked them out of the running (yet another reason to do good inspections!) These drivers are now in the running for the Driver of the Year award! Congratulations and good luck to you!

Those in the driver's meetings in El Paso were given the details about how the program will work - how the drivers will be chosen and what the prizes are. I have included all that information on the following pages, so be sure to check that out! Also, there has been some confusion over the mileage bonus vs. the Driver of the Month mileage requirement, so to put all that to rest, I listed it as well.

Please be safe out there on the road and in this snow! Take care not to fall or slip on ice, watch your hand and feet placement in getting in and out of the truck – take an extra 10 seconds, and err on the side of caution. Until next time – I wish you many miles and safe travels.



El Paso Operations Spotlight

Alfredo Montoya, Operations



Hello DHT! I want to start by thanking everyone for the warm welcoming I have received. It has been almost two months since I joined the DHT family and I still cannot believe how great this organization really is, from the drivers to the owner. I wanted to share a few things about myself. I joined DHT from Swift Transportation where I spent close to six years performing different roles in the operations world. I started my journey in the transportation industry as an over the road driver. I was able to see for myself how difficult it is to be a driver and all of the obstacles they face on a daily basis. After driving, I received the opportunity to become a driver manager (fleet manager) for both company drivers and owner operators. In addition, I took the role as the regional equipment manager for the El Paso area. Today, I am at DHT in El Paso. The last couple of months have been full of excitement. I have enjoyed every single day to the fullest. I look forward to working with each of you to make great things happen here at DHT. Once again thanks for all of the support!

Pre-Trip Inspection Winners 2011

Monday 1/3: Jose Estrada



Tuesday 1/4: Randy Banbury



Wednesday 1/5: Rodney Alexander



Thursday 1/6: Alfredo Esquivel



Friday 1/7: Fidencio Bermudez



Other Pictures from the Annual Driver's Meetings







Driver of the Month Driver of the Year Program

January 1, 2011



Driver of the Month Criteria

Safety	
No HOS or Log Violations	0 Past 12 Months
No Roadside Inspection Write-Ups	0 Past 12 Months
No Preventable Accidents	0 Past 12 Months
No Moving Violations	0 Past 12 Months
CSA 2010 Scorecard	Individual Performance
Operations	
Service Failures	0
Miles Per Driver	11,000 Solo 17,000 Team
Schedules time off correctly through Fleet Manager	100%
Returns from Time-off On Time	100%
No Calls on Nights/Weekends Requesting to T-Call	0
Idle Time	15% Units 1011 & Newer
	8% Units 0725-1010
	Non-APU Trucks 40%
Personal Injuries	0
Maintenance	
No Maintenance Service Failures	0
Fuel mileage within goals	≥ = 6.8 MPG
Truck has not missed any P.M.	0
Clean Truck Inside and Out	100%

Number of Awards

- 1 solo driver per month (pooling Company Drivers and Owner Operators)
- 1 team (pooling Company Drivers and Owner Operators)
- Driver of the Month can win only 1 time per year

Evaluation Process

- As much data as possible will be pulled from the AS-400 System
- Other data such as Returning from Time-Off "on time", for example, will be gathered from Driver's Fleet Manager or Driver Coordinator
- To determine top scoring team, each driver will be scored individually, then the team's scores will be combined/averaged and the top performing team (2 persons) would be the winner.
- Both drivers in the team must meet the minimum criteria for consideration.
- Qualifiers will be determined by the following process:
 1. Meeting the Minimum Mileage Threshold
 2. Fuel Mileage
 3. Idle Time
 4. All Safety Criteria
 5. All Other Criteria Not Included Above

Prizes!!!!

Driver of Month:

- Framed and Matted Award
- Button-Down Navy Dress Shirt with DHT Logo and Your Name and Driver of the Month/Year Embroidery
- Blue and Gold Windshirt, Embroidered
- Portable Satellite Radio and 1-year Subscription
- Name Added to Plaque at Corporate Office

Prizes!!!!

Driver of the Year

- Driver of Year Trophy
- Button-Down Black Dress Shirt with DHT Logo and Your Name and Driver of the Year Embroidery
- Black Jacket, Embroidered

A Travel Package of your choice – we will locate a travel agent close to you to help with the arrangements

\$500 Pre-Paid Visa

1 Week of Pay (Based on Average)

Awards Celebration Dinner



DHT DRIVER PAY PLAN

* COMPANY SOLO

1 to 2 yr32
 2 to 3 yr33
 3 to 4 yr34
 4 yrs & up35

Monthly Incentive pay is .02 @ 12000 accident free miles

Quarterly incentive pay is another .01 for all miles run in the quarter after reaching 36,000 miles

Solo incentive pay can total .03 for month and qtr

***COMPANY TEAM**

6 month to 1 yr18
 1 yr to 2 yr18.5
 2 yr to 4 yr19
 4 yr to 10 yr20
 10 yr and up21

***COMPANY TRAINEES**

0 months to 1 month15
 1 month to 2 months16
 2 months to 3 months17
 3 months to 6 months18

Monthly Incentive pay is .02 @ 18,000 to 19,999 miles for all miles run in month

Monthly Incentive pay is .04 @ 20,000 and over for all miles run in month

Quarterly Incentive pay is .01 @ 54,000 to 59,999 miles for all miles run in the qtr

Quarterly Incentive pay is .02 @ 60,000 miles and up for all miles run in qtr

Team incentive pay can total .06 for month and quarter

* **LENGTH OF SERVICE PAY** ... All company drivers with 5 years of continuous service, or longer, to DHT will receive .01 per mile in addition to above rates

*Company Trainers

.30 per mile base pay with all other Incentives to apply

Monthly Incentive pay is .02 @ 16,000 to 17,999 miles for all miles run in month

Monthly Incentive pay is .04 @ 18,000 and over for all miles run in the month

Quarterly Incentive pay is .01 @ 48,000 to 53,999 miles for all miles run in qtr

Quarterly Incentive pay is .02 @ 54,000 miles and up for all miles run in the qtr

*in regards to incentive pay, all miles are now counted towards the monthly or quarterly totals ... i.e.; if a team is split up their solo miles are counted in their totals

Training incentive pay can total .06 per mile for month and qtr combined

OWNER/OPERATOR SOLO

.85 Per mile base pay

Monthly Incentive pay is .02 @ 12,000 accident free miles

Quarterly Incentive pay is .02 @ 36,000 accident free miles for all miles run in qtr

Owner Operator solo incentive pay can total .04 per mile plus Fuel Surcharge

OWNER/OPERATOR TEAMS

.90 per mile base pay

Monthly Incentive pay is .03 @ 18,000 to 19,999 for all miles run in month
Monthly Incentive pay is .06 @ 20,000 miles and over for all miles run in month

Quarterly Incentive pay is .02 @ 54,000 to 59,999 miles for all miles run in qtr
Quarterly Incentive pay is .04 @ 60,000 and above for all miles run in qtr

Team incentive pay can total .10 per mile plus fsc

OWNER/OPERATOR TRAINER RATES

.93 per mile base pay

Monthly Incentive pay is .03 @ 16,000 to 17,999 for all miles run in month
Monthly Incentive pay is .06 @ 18,000 miles and over for all miles run in month

Quarterly Incentive pay is .02 @ 48,000 to 53,999 miles for all miles run in qtr
Quarterly Incentive pay is .04 @ 54,000 miles and up for all miles run in qtr

Owner Operator Training Incentive Pay can total .10 per mile on all miles and an additional .03 base pay equals .13 per mile (.93 + .10 = 1.03) plus Fuel Surcharge

*the .03 is the actual training pay and the incentive threshold is lowered to 16,000 to allow for the extra time involved in training

***Driver Referral Incentive ... pay to referring driver**

Solo

- \$100 after first dispatch
 - \$250 after 30 days in service
 - \$250 after 90 days in service
 - \$250 after 180 days in service
 - \$250 after 1 year in service
- Total referral after 1 yr in serve = \$1100.00**

Team Driver

- \$200 after first dispatch
 - \$350 after 30 days in service
 - \$350 after 90 days in service
 - \$350 after 180 days in service
 - \$250 after 1 year in service
- Total referral after 1 yr in serve = \$1500.00**

Two Team Drivers as Team

- \$400 after first dispatch
 - \$700 after 30 days in service
 - \$700 after 90 days in service
 - \$700 after 180 days in service
 - \$500 after 1 year in service
- Total referral after 1 yr in serve = \$3000.00**

**Become a Fan of Danny
Herman Trucking on
Facebook**



DHT Terminal News

Mountain City, TN News

Congratulations to Daniel and Ashley Cook on the birth of their daughter, Stella!

We would like to extend a warm welcome our new receptionist here at the Mountain City Terminal, Meghan Marshall. We would also like to welcome Nestor Robles to our team of night and weekend dispatchers. Marcia Thomas has moved from the reception desk to the payroll department and Susan Woodring has moved from payroll to human resources.

We held our annual Valentine Basket Drawing and raised \$331 to benefit Relay for Life. Congratulations to our winner, Janie Nelson! The basket was full of great prizes, everything from teddy bears, candy and sparkling grape juice to gifts cards for gas, Starbucks and one paid day off work! Thanks go out to everyone that helped us raise money for a great cause.



Valentine Basket

Welch's Sparkling Juice

Welcome to all of our new drivers! If you come to the Mountain City terminal, please remember to wear your ID Badge and note that if you do not have an ID Badge, you will have to wear a visitor's badge until Mike can make one for you. If you need any forms, please let Safety or the receptionist know. If you need help with your cab card, you will need to talk to Betty Jean or your fleet manager. Remember if you see anything suspicious while out on the road or at one of the terminals, call Dispatch or Safety immediately. If it is an emergency, call 911.

Fontana, CA News

Hello everyone! It is hard to believe how fast this year is going by. I want to remind all of you to be careful while on the road as we have seen a lot of rain and mudslides out here in California. Please be sure to give yourself enough space between the car in front of you. Please plan your trip ahead of time and remember to always do your pre-trip inspection. As always, it is good to see everyone out here. Be safe and I will see you all the next time you are in Fontana. -Lauro Santillan



Laredo, TX News

January is out the door, and we are still moving forward here in Laredo, TX. I hope everyone is doing well and still on the move. The year started very steady out of our area, and we are expecting for freight to keep moving steadily throughout the next couple of months.

We are asking for your assistance in insuring the safety and security of our Laredo Terminal. Please make sure to lock the front gate after hours. Please insure that all trailers that are dropped off and picked up are sealed. Weigh all loads to insure that you are legal according to DOT requirements. Also please make sure to always leave us a copy of the signed bill of lading so we can keep those filed. We continue to ask for everyone's assistance with the local deliveries of loads that you bring in. These loads must be delivered. Other times we are also in need of help with local shuttles of other loads that need to be delivered. When coming to Laredo, please call us when you are close for further instructions on what to do with your load to avoid any misunderstand.

Please help us keep our facility clean and keep our area damage free. Please report any damages around the facility. Our Laredo Staff wants to thank you for all you do. See you soon and be safe! -Jaycee

DHT Terminal News continued...

Lebanon, MO News

We would like to welcome all new drivers to the DHT family. If you are new to the Lebanon, MO Terminal, please come into the office and ask for Jean. She will be happy to show you around the facility and answer any questions you might have. We recently took a CPR class and we are all now certified in CPR. The following is a list of new drivers since our last newsletter:

Mike Mitchell
David McClendon
Tim Hamms

Permits and supplies are available after hours in the driver's lounge on the table. Remember to call Jean before 5:00pm for information and paperwork to be left in the black mailbox. Please check your permits often to keep them updated. The following 2011 permits are now available:

IFTA
International Fuel Tax Agreement
Kentucky ABC
Insurance

TripPaks can be dropped off at Lebanon Terminal with Jean. If you need to drop off TripPaks after 5:00pm, please put in the mail slot in the back door. Some reminders for the driver's lounge are that seals and bill of ladings (hand tags) are no longer available in the lounge. If you need these supplies please call Jean. When using the showers make sure the curtains are completely closed so you do not leave the bathroom floor flooded with water. Thank you to all that keep the driver's lounge clean. Your thoughtfulness is appreciated.

Nogales, AZ News

Hello from all of us in the Nogales Terminal. I hope all of you and your families had a great holiday season and wish you all the best this year. Freight has been steady for January. So far, our layovers this month have been minimal. I think that February will be an even better month than January. Hopefully, after that we will be covered up with freight, which is always a good problem to have.

I wanted to remind everyone that it is **VERY IMPORTANT** every time you go load a trailer that once you are loaded, the customer or yourself has to put a seal on immediately. **In the past few days, we have had**

drivers come in with loaded trailer to be delivered with no seal on the trailer and this can really affect us with CT-PAT regulations.

Jorge De la Cruz our shop foreman said to please remind everyone to make sure when you get in to take your trailer (loaded or empty) into the inspection bay, there are some drivers that come in and just drop the trailers without going thru the inspection bay. Also, he wanted me to mention to everyone again to please close the gates. There are some days when we come in the gates are wide open. Please help us out by closing the gates.

Also, I have noticed lately, and I wanted to ask you in the best possible way to please help us keep the Nogales Terminal clean. When doing the yard check I have noticed some trash bags in back of the yard where we have our empty trailers. Please help us out by putting your trash in the trash cans in the shop area and the trash bin in back of the shop. From all of us in Nogales until next time and may God bless you all. -Jesus Vidal



DHT Terminal News continued...

El Paso, TX News

Happy New Year! Once again we are here facing a new year and new challenges. I hope this reaches you all in good health, good spirits, and a good year 'so far.' I am here once again to go over a few things happening here in the El Paso Terminal. As you all know we have had a few drivers approved for the Lease Purchase Program, and we are getting new units added to the fleet. So, we are asking all of you to please work with us when we ask you to swap in and out of units while we try to get the new units seated and the lease owners into lease units. I know it is difficult to do, so we are trying to get all the swaps done at terminals rather than on the road. Thank you to those of you who have already done some swapping and thank you in advance to those who will be swapping units.

Drivers, please remember when dropping loads in El Paso that continues on to another city, we need a scale ticket regardless of the weight or the commodity. This is a requirement to show that the load had been loaded and scaled properly so that nothing can come back to you and that we are passing a legally scaled load onto the next drivers. So to avoid having you go back and scale a load, please bring in a scale ticket with your documentation when T-Calling a load in El Paso.

Finally, freight volumes are picking up here in El Paso. By my records it has picked up about three to four weeks earlier than it did last year. So, El Paso based drivers be prepared. That means when you are in El Paso for time off, please contact me so that I know to count on you for freight on that day. If you will not be returning, please tell us here in El Paso, and we will relay the message to your fleet manager. Remember on the day you are returning be ready for dispatch as early as 7:00am and as late as 11:00pm. The reason for this is that we may have a situation where a hot load could be here and we will need to roll it early. So everyone please be ready. On the other side, if we inform you that your load will be arriving at a later time, be here at the terminal at the specified time given to you by Operations. With all of that being said, I want to thank the entire driving force of DHT for doing what you do every day, and remember to be safe out there! -Jim Mendoza

Exercise While Traveling

By Jose Cadena

Many times when traveling we use it as excuse not to exercise. Perhaps the gym is not close by or you might say your schedule is too full. Why not continue with your training and make the world your gym?! Calisthenics exercise or resistance training is great when on the road. You can start training as soon as you set your mind to it, using your own body weight, push ups, sit ups, dips, pull ups, etc. When traveling, pack some exercise bands and a medicine ball and if possible, a set of dumbbells. Use your time wisely and try to make time to train by finding a park or trail around your area that where you can jog/run. Remember to eat healthy at all times. If you have a choice on hotels where you will be staying, find one that might provide you with a well equipped gym if possible. Note: Please consult your physician before starting any workout or physical activity. It is also important to remember to warm up before each workout and cool down after you are done.

Prayer List

Barbara Dickinson Ingram asks for prayers for her sister, Cathy Rhodes. Cathy has been diagnosed with terminal cancer and cares for a 33-year-old daughter that is on a feeding tube.

If you have anyone you would like to add to the Prayer List, contact Susan Woodring at the DHT office in Mountain City by email susan.woodring@dannyherman.com or phone 423.727.9061 or 800.251.7500 ext. 3137

DHT Anniversaries

January

Name	Hire Date
BARBARA TAYLOR	01/06/2003
STEVEN SERVISS	01/11/2005
JOSE MORENO	01/04/2006
JAMES ESTES	01/30/2007
CARLOS TARANGO	01/15/2007
RAYFORD ABBOTT	01/29/2008
LUCIA HERMAN	01/21/2008
EDUARDO SOLIS	01/14/2008
JOYCE ZEORIAN	01/19/2009
DENNIS ZEORIAN	01/19/2009
JOHN JACOBY	01/19/2009
RICHARD KOWALSKI	01/15/2009
LINDA CONARD	01/06/2009
DARRELL NELSON	01/20/2010
PATRICIA TAMAYO	01/19/2010
JOSE GARIBALDI	01/18/2010
RUBEN VILLARREAL	01/13/2010
NOE VILLARREAL	01/13/2010
ARMANDO RODRIGUEZ	01/07/2010

February

Name	Hire Date
LISA MAIN	02/08/1993
ELIAS BENAVIDEZ	02/01/1996
PEDRO DIAZ	02/07/2001
DONALD ROGERS	02/15/2001
SANTIAGO ALFARO	02/09/2004
JIMMY PARTIN	02/12/2004
DAVID CRAIG	02/17/2004
LARRY WILMOTH	02/03/2005
JESUS BERMUDEZ	02/04/2005
ROBERTO ANAYA	02/24/2006
JOSE LERMA	02/06/2008
EDWYNE MILLS	02/13/2008
LESA MILLS	02/13/2008
MARK HERBSTER	02/15/2008
JUAN FLORES	02/03/2009
JAMES WILLIAMS	02/03/2009
ROBIN WILLIAMS	02/03/2009
RUBEN BARRAZA	02/06/2009
LETICIA RODRIGUEZ	02/17/2009
EFREN RODRIGUEZ	02/17/2009
MANUEL ARVISO	02/25/2009
PEDRO GUTIERREZ	02/08/2010
DEBRA HARDISON	2/17/2010
MICHAEL HARDISON	02/17/2010
ARMANDO GONZALEZ	02/18/2010
JAVIER SANCHEZ	02/24/2010
DEBRA CALDWELL	02/25/2010
RODNEY CALDWELL	02/25/2010

If you would like to have the newsletters e-mailed to you, please send an e-mail to newsletter@dannyherman.com.

Be sure to include your full name and your e-mail address!



In Loving Memory



This edition of *In the Driver's Seat* is dedicated to the loving memory of Kathleen Wallace. Kathleen passed away early on the morning of Thursday, February 3, 2011 after her strong and courageous battle with cancer. Kathleen was a part of the Danny Herman family for over 22 years. Over the years she has touched many, many lives - not only here at Danny Herman Trucking, Inc., but in the community as well. While we will all miss her greatly, we have to celebrate her life, the giving and loving person she will be remembered for and that she is probably kicking up her heels in Heaven, surrounded by the loved ones she lost and missed so greatly and enjoying the love of God.

Kathleen Wallace, age 78, of Trade, Tennessee, was born on May 16, 1932 to the late Coote and Florance Miller Price. In addition to her parents, Kathleen was preceded in death by her husband, Billy Luther Wallace, who passed away December 20, 2009; one son, Wayne Burl Wallace; sister, June Cooper, brothers: Jake Price and Howard Price and brother-in-law, Lee R. Wallace. Kathleen was a member of the Order of the Eastern Star and Evergreen Baptist Church.

Kathleen is survived by daughter-in-law, Glenda Wallace of Trade, TN; sisters-in-law: Lois Greer and husband Ralph of Mountain City, TN, Louise Brown and Pauline Wallace, both of Trade, TN; Sue Pleasant and husband Truett of Butler, TN, Elizabeth Wallace of Zionsville, NC; one brother-in-law, Larry Wallace and wife Margaret of Mountain City, TN; special nephew, Mike Cooper of Mountain City, TN; grandchildren: Melissa Roark and husband Scott of Trade, TN; Emily Wilson and husband Trenton of Mountain City, TN; Adam Wallace of Trade, TN; great grandchildren: Isaac and Abigail Roark of Trade, TN; special friend, Bernice Reece of Trade, TN and many more special friends.

And they shall be mine, saith the LORD of hosts, in
that day when I make up
my jewels; and I will spare them, as a man spareth his
own son that serveth
him -

Malachai 3:17

God has been gathering His jewels, a special treasure
for Himself, and
Kathleen (our Angel and Jewel on this earth) who has
walked in His light and
has lived by her faith in Him, is most prized by Him.

