



In The Driver's Seat

Danny Herman Trucking, Inc.

March/April 2011

Volume 3, Issue 2



President's Corner

Joe Herman, President

companies elected to cut rates on California freight and move it. It basically boiled down to a supply and demand process; where there was more supply than demand. I feel that most of that is behind us now and we should be back to trucking and volumes should be sustainable.

I hope all of you are doing well. I know I am feeling much more optimistic about things because of the increase in freight volume we are seeing, which in turn is an increase in miles for us as a company. Our dispatch miles for March were the highest we have seen since October of 2007. This is a good sign since October 2007 was pre-recession. March would have been even stronger if the California market had been stronger.

As many of you know, California was slow for the first two or three weeks of March, which is unusual. There were some unforeseen circumstances that affected us in March that we usually do not have to contend with. One of these was the tsunami that hit Japan. Some of the freight we haul comes from Japan, but not enough to have a big impact. With the threat of the tsunami hitting California, the port of Long Beach was shut down and caused a severe back up at the port which in turn slowed things down.

Also a bad produce season in Mexico (south of Nogales) created a shortage and slowed down produce coming out of that region. With so many of the trucks deadheading from California to Arizona during the produce season, many trucking

I was able to attend the Mid America Truck Show (MATS) last week. While I was there I was able to talk to quite a few of our peers. All of them told me their volumes have picked up and they see much brighter days ahead. That was refreshing to say the least. I also noticed that the attendance at the show was much better this year than the past couple of years which showed me confidence is increasing.

I know that the past 2½ years have been very challenging and discouraging for all of us, but I feel quite confident the economy and business in general are on its way back up. We are seeing many new customers come to us with opportunities that have not been there for the past 2 ½ years. I want to thank each of you for all you have done and the trials you have conquered. I do APPRECIATE each of you. Until next time may God continue to bless each of you and your families.

Keep on Trucking Safely!!

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Western Region

Donald Hopson, Vice-President



Hello to everyone at DHT and to all others that read our newsletter. We appreciate you taking the time to catch up on what has been going on and what will be happening in the future. I would like to mention a couple of areas that we are concentrating on and offer some suggestions that can also pay you for your efforts and time. I think most

everyone knows that we have a referral incentive that we pay to company drivers, owner operators and company employees within the company when you refer a company driver or an owner operator that gets hired. In most all situations, someone that works in a company is the best resource there is to advertise and explain to someone looking for a good place to work all about what the company is about.

We would like to ask those of you that drive in the fleet to think about letting other drivers know what the DHT program is like for company and owner operators alike. Most every trucking company in the industry has an ongoing recruiting effort like ours, but unlike ours, we have a good amount of drivers that receive referral pay every month for someone that they brought to DHT. In February, there were 21 drivers receiving referral pay. We feel that you folks are the best sales people with the best opinions of why someone should consider and actually come to work here at DHT. We also feel that rather than pay sign on bonuses, we want someone like you to receive extra pay for spending a little time explaining what keeps you here.

Currently, you can earn up to \$1,100 for referring a solo driver, \$1,500 for a team driver and \$3,000 for a team that comes to work together. If you happen to talk to someone and you actually refer them, be sure to give them your name so they can put it on their application. We also have a new supply of the small tri-folds that you can use to pass out and there is also a place on them for you to add your name for an applicant. If you need more details, please ask CJ or Leila or any of the other people in the recruiting departments.

The other area that I would like to give an update on is the security department that we have created in-house. We now have security surveillance cameras at all terminal locations, with the exception of Lebanon, and it is on the schedule for the future. We want everyone that is in and out of the terminals to know the cameras are on 24/7, every day of the year.

Please be aware that your actions are being monitored and recorded while you are in a terminal. The security department was created to insure that if we experience an attempted theft of any kind within a terminal area that we can detect it, report it at that exact moment and make sure we help the law enforcement officials arrest and successfully convict whoever tried committing a theft.

We trust the employees of DHT and want all to know that we only alert you to what we are doing, so you are included in what our security goal is. More importantly, for you to know that your actions are being recorded, especially during the night hours when people are watching the cameras in all locations. There have been situations of someone not being properly dressed and other situations as well. Also, please remember that a personal automobile is not allowed to enter into the parts of the terminal yards in El Paso, Nogales, Fontana and Laredo where the trailers are dropped. There are designated parking areas for personal autos that should be used at all times. Any unauthorized autos are recorded as they enter an unauthorized area and would be included in an investigation if a theft were to occur during that proximity of time.

Thank you for your time while reading these updates and most importantly please know that all of the information we provide is for your security, well being and hopefully your financial gain. We are getting busier now and look forward to a great year for trucking and are putting the past couple of tough years behind us. We have done well at sticking together and doing what it has taken to get to this point in time and will all be better for the efforts of all here at DHT. I wish safe and prosperous trucking to all out on the highway and good wishes to everyone else!



Operations

Blake Grindstaff, Vice President



The winter weather seems to finally be giving way to spring and I for one am happy to see this. The past winter was one of the toughest I have seen in trucking as it relates to bad weather. Hopefully, we are due a few mild winters going forward.

Overall freight volumes continue to climb with the exceptions being the areas west of El Paso. Although we typically see a slow down in this area of the country at the beginning of the year, this has not been typical. We are starting to see freight pickup in these areas at the end of March and expect them to be running full steam ahead as we move into the spring.

Recently, I traveled to Laredo to take part in our first C-TPAT validation. Thanks to everyone's efforts we passed this test and can now move forward to enhance our security further. I wanted to address a couple of items I observed while there that I need your help on. First, when you are entering or exiting the shop facility, it is a must that you follow proper procedure and do certain things such as turn off the truck, turn on the lights, exit the unit, etc. We do this for safety reasons as well as to streamline the inspection process. I realize this is more time consuming than in the past, but it is necessary to ensure everyone's safety. Second, I wanted to address the number of live loads we are now doing in this market. In the past we have done far more freight in and out of Mexico so that meant as a driver, you typically would deliver a load to a broker and then pickup your next load at the DHT yard. Most of the time the pickups would be later in the day. We made a decision to live load more freight in Laredo in order to turn our drivers more quickly in the long run. By doing this we have been able to stack up freight on the yard and especially over weekends we are turning trucks out as soon as they arrive. We are continuing to work with some of the more time consuming live loads in order to reduce your wait time and realize this is not the desired situation. Always keep in mind that these actually improve our overall turnaround time and will benefit you at some time.

In closing, I wanted to advise everyone that we will be taking on 40 more new trucks later this year. This will mean that we have received 75 new trucks this year. Most all of our company teams will be running in a truck that is less than a year old with a few exceptions for the brand new drivers. As things continue to improve we at DHT will make every effort to improve the quality of your life on the road. Thanks for all you do.

From The Sales Corner

Rick Watkins, Vice President Sales and Marketing



Hello DHT family! I hope this letter finds you and your family both healthy and doing well. As I mentioned in the previous newsletter, 2011 started off a little slow in most of the markets we serviced but felt confident freight would pickup as we moved forward in the year. The economy has since begun recovering and things are now getting better as predicted. Thanks to some great efforts made by our sales force. We are now keeping trucks moving in markets such as Dallas/Ft. Worth, TX and Northern GA where in the past we experienced consistent layovers and excessive dwell times.

Due to the recent disaster in Japan, along with the Chinese New Year, we did experience a little setback out west. We also experienced a challenge in the El Paso Market due to the increase surge of new inbound traffic to the region. This too has been addressed and is being corrected as we speak by adding some additional customer business and developing new customers to the El Paso Market.

The transportation industry is beginning to feel the effects of the CSA2010 laws and capacity shortage that has compounded over the last several years. This is a good indicator that your miles and load count should increase throughout the next 18 to 24 months. I am asking for you to please do your part to insure we maintain the service our customers and the industry have grown to expect out of us. Please be sure to follow all safety protocol and procedures to insure we not only make our deliveries on time but safely as well. SAFETY is KEY to SUCCESS!

Thank you for the great job you do for Danny Herman Trucking. I appreciate the way you carry yourselves out on the highways and byways. You play a key role in the success of our company and receive the most exposure while driving up and down the road and representing DHT with our partner customers. We could not do what we do without you, our professional driver and family member! Please stay safe and God Bless!

Maintenance News

Bobby Allen, Director of Maintenance



By the time most have read this newsletter, winter should be over for the majority of the country and spring should be in full bloom. This past winter is one that we will remember for some time. I think most of the country saw plenty of snow and cold. I am sure the folks in El Paso still are in shock.

With spring here and summer fast approaching, I would like to remind everyone to make sure that the air conditioner in the truck is operating and will keep you cool as the heat approaches. Make sure that the APU is putting out cool air and that you understand how your unit works. We have several different types of APU's, and if you are in a different truck than last year, the controls may be different. You may need to visit with a service manager to make sure that you know how to make it operate. Many of the newer trucks are under warranty for the A/C system and will need to go to a dealer for repair. The shop will not be able to repair them. Do not get caught on those first warm days or nights and find out that your truck or APU will not cool properly. Try to plan ahead.

I would like to remind all drivers to do a thorough inspection on all trailers that they are picking up, wherever it may be. In the last several months, we have picked up trailers with damages that if we had caught it when being picked up, we could have charged the customer back for the damages. This would include the interior. If it is an empty trailer, open the doors and examine the interior. We picked up a trailer recently, from the customer, when it arrived at the border to be loaded where there was forklift damage caused by the customer. We absorbed the cost of the repair, instead of who did the damage. So please do a thorough inspection of the trailer inside and out. Do not forget the wheels and tires. We have lost several of them this past year.

Beginning April 1st, we will again offer owner operators the opportunity to have their trucks repaired at a DHT shop. There is a letter posted at all the shops outlining the services that we will perform. We will do the repairs and then take the payment out of your weekly settlement. This will allow the trucks to be serviced or repaired, during a time when the driver may be in for time off and be ready to roll when they are ready to hit the road. I invite everyone to stop by a shop and pick up the letter.

The shop in Lebanon, MO is now open 7 days a week for repairs and services. This was a request asked by many drivers during our driver survey and we are pleased to be able to move forward with hiring a mechanic and staying open. If you have not stopped at the terminal, take the opportunity to meet Chris Angelly. He is there on Saturdays and Sundays.

As we head into spring weather and people not paying attention to what they are doing, remember to watch out and be defensive when you are driving. I again want to thank everyone for the job that they do and the support that you give DHT. Remember to thank all of our veterans for the many sacrifices that they have made so we can enjoy the freedoms we have today. Be safe out there.

DHT Logistics

Vicki Fifield, Director of Logistics



Hello to everyone from DHT Logistics! I am so glad to see spring here! The weather is certainly looking good here in El Paso. I am sure looking forward to more sunshine in our future, not only outside, but in the industry as well.

The first quarter is about to come to a close, and I am happy to report the economy seems to be coming around. Of course certain areas are springing back better than others, but I sure am glad to see it bouncing back. As many of you have probably noticed the Laredo market has been hopping and we have seen a big jump in freight through logistics in that area as well. We have also seen the midwest and southeast even start up. The west side of the country looks to be a little slower but I am confident this is only temporary. With the tragedies that have hit Japan, the in-bound to the ports has certainly taken a hit.

The carrier market is also becoming more demanding. We are seeing less and less trucks posted on the load boards on a daily basis. Internet truck stop reported this month that the market demand is up almost 70% from last December and January 2011. The demand is expected to increase through the end of the first quarter and continue to increase through the second quarter. The rates are also trending higher, not only due to the increased freight volume, but also due to the dramatic increase in the price of fuel. The rates are expected to increase through the second quarter as well.

We have seen some new customers come on board that have dramatically helped us get closer to our goals. Many thanks to our sales staff for continuing to sell our services at DHT Logistics and many thanks to my staff for continually working hard to insure we take care of all our customers! I am confident the goals we have set will be reached and surpassed! Have a great spring and enjoy that beautiful scenery out there on the road! May God continue to bless us all!

Safety Notes

Steve Frantz, Director of Safety



Hello everyone, I hope all of you are doing well. It looks as if spring may show up after all. I know we are all a little sick of the winter weather. This is a good time to do a little spring cleaning in your truck as well. Remove all the winter clothes and coats, roll down those windows and air out the cab and sleeper and wipe everything down to get rid of the dust that accumulates after a long winter. This will give you a nice, clean, fresh truck to enjoy the spring warmth and sunshine.

CSA UPDATE

I would like to thank all of you for a job well done! Our CSA score has come down for the last two updates. That is a direct reflection of our driving fleet taking care of business. Great job! I am including a copy of our scores for all of you to review. We dropped down in the following areas.

- Unsafe Driving – 1.6%
- Fatigued Driving – 1.4%
- Driver Fitness - .3%
- D & A – N/C 0%
- Vehicle Maintenance - .8%
- Cargo Related +.6%
- Crash – 1.7%

Those numbers are coming down and looking a lot better than they did in December. We still have a long way to go, and I am confident that all of you will get us to where we need to be. Our goal is to be under 40% in all categories and we are currently over our goal in 3 of the 7. See the diagram of our company CSA Score card below.

One of the areas we need some help in is the “Fatigued Driving”. This is the category which contains all of our log book violations. Two of the biggest violations we see are “General Form and Manner Errors.” This is no more than the driver forgot to put some piece of information on a past log sheet, (trip number missing, didn’t sign, didn’t add up hours on grid and didn’t list co-driver). This has nothing to do with the safe operation of the truck. However, it is a violation just the same. Please take the time to review your log sheet at the end of the day to make sure all the information is listed and we will see these violations go away. The second one is “Log Not Current”, and this happens when a driver takes a break and does not draw a line back to driving when they leave out. Please make sure your line is in the correct duty status, and this violation will also go away. It is not bad. We just need to pay attention to detail.

U.S. Department of Transportation
Federal Motor Carrier Safety Administration
A&I Online: Safety Measurement System

A&I LOGOFF | CONTACTS | FEEDBACK | FMCSA.GOV | FMCSA PORTAL | DOT.GOV

Search All FMCSA Sites **Go**

A&I SITES | SMS HOME | CARRIER SEARCH | REPORTS | DOWNLOADS | INFORMATION CENTER

SMS Home > Carrier Overview US DOT 50467 is logged in

DANNY HERMAN TRUCKING INC DOT#:50467 SMS Methodology

Welcome to the Motor Carrier Safety Measurement System
 The SMS provides an assessment of a motor carrier's on-road performance and investigation results within the Behavior Analysis and Safety Improvement Categories (BASICs). Assessments cover 24 months of activity and results are updated monthly.

Select a BASIC below to view details

BASICs Overview (Based on a 24-month record ending February 25, 2011)	PERFORMANCE		
	On-Road	Investigation	BASICs Status
Unsafe Driving	50.5%		
Fatigued Driving (Hours-of-Service)	48.2%		
Driver Fitness	10.7%		
Controlled Substances and Alcohol	Inconclusive		
Vehicle Maintenance	52.7%		
Cargo-Related	37.6%		
Crash Indicator	9.1%	Not Applicable	
Insurance and Other	Not Applicable		

History

ICON LEGEND
 Serious violation cited within last 12 months from an investigation.
 Denotes this carrier exceeds the FMCSA established intervention threshold relative to its safety event grouping and/or has been cited with one or more serious violations within the past 12 months. Therefore, this carrier may be prioritized for an intervention action and roadside inspection.

View Complete Measurement Profile

SUMMARY OF ACTIVITIES

	Number	OOS Rate
Total Inspections:	991	
Vehicle Inspections:	526	12 %
Driver Inspections:	989	2 %
Hazardous Materials Inspections:	44	5 %
Total Crashes:	16	
Tow-aways:	15	
Injuries/Fatalities:	10	

RECENT INVESTIGATIONS
 The following are up to five most recent investigations:

Intervention Type	Date
CR And Security Contact Review	9/16/2008
Compliance Review	8/17/1995
Compliance Review	3/21/1988

DATA CENTER

Scope:
 File Type:

Inspection Selection System (ISS)

The ISS system is what the DOT uses to determine who to inspect, either at the scale or roadside. The range for this system is 1 to 100 with the lower the score the better. DHT is currently scored at a 28 which means Pass. The definition of Pass in the DOT's system means:

PASS = for companies with good safety performance data where inspection resources may be better used for a different carrier.

The reason we are at 28 is due to the great job all of you are doing. As you can see above, that is where we need to stay. By being in the Pass range, we will see fewer inspections at the scales and roadside stop. Below is a copy of our ISS score off of the FMCSA web site:

U.S. Department of Transportation
Federal Motor Carrier Safety Administration
FMCSA Portal

USDOT # 50467 - DANNY HERMAN TRUCKING INC

Welcome Steven Frantz [Log Out](#) | [Change Pass](#)

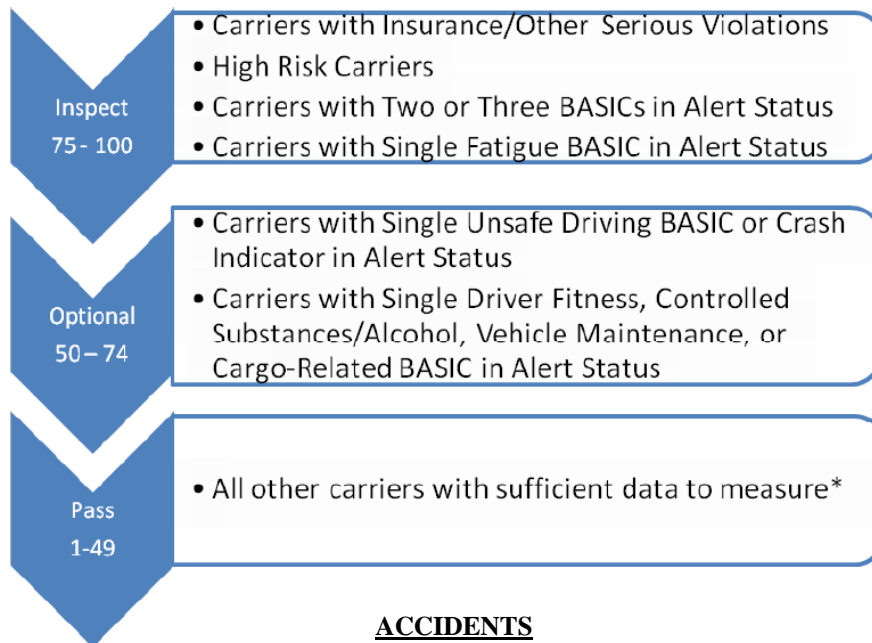
HOME | ACCOUNT MANAGEMENT | REPORTS | FEEDBACK

COMPANY INFORMATION

- USDOT Registration
- Cargo Tank Facility
- Hazardous Materials
- Operating Authority
- BASICs Safety Measurement Summary
- Inspection Selection System (ISS) Info

Inspection Selection System (ISS) Info

ISS Inspection Score:	28
ISS Recommendation:	Pass
Basis for Recommendation:	Safety



ACCIDENTS

This is the time of year when our accident rate goes up. That is due to several reasons:

- Not paying attention since the weather and road conditions are better
- More traffic, kids out of school, vacations, spring break
- Drinking and driving, more parties, cookouts, baseball and outdoor events
- Higher temp causing tire failure, rubber striking other vehicles
- Construction

Be aware that just because winter and bad road conditions are over you cannot let your guard down. Spring and good weather presents its own challenges. People do not seem to pay as much attention when the weather turns nice and they do not have to worry about snow and ice. I need for all of you to pay more attention now than you did during the bad weather. Keep an eye out for the other drivers that are thinking about everything but driving. Below are a few tips to help you stay out of trouble:

- Keep your eyes moving ahead and in your mirrors, know your out if needed.
- Do the speed limit and slow down for construction zones (fines doubled)
- Use your seatbelt at all times

Keep a safe following distance

Do a good pre-trip, in-transit and post trip inspection (watch that tire pressure)

Get your rest so you are not fatigued or sluggish

Road rage, do not let your emotions get the best of you. It is a NO WIN situation.

Eat healthy and get exercise whenever possible. Walking will help with your overall health and will help to keep you alert. Walking is also a great stress reliever.

These are just a few of the tips, I am sure you can come up with others. It is important to DHT and your families that you drive defensively and arrive home safely. Please stay safe, let GOD be your co-pilot. Have a great day and we will speak to you soon.

Most Common Types of Crashes by Work Zone Area

Legend

- The No-Zone area around a large truck
- Work Zone
- Direction of Travel
- Traffic Signs
- Channelizing Devices (Cones, Drums, Barricades)

Most Common Types of Crashes by Work Zone Area

Work Zone Area	Most Common Types of Crashes
Termination Area (lets traffic resume normal operations)	Rear End Fixed Object
Activity Area (is where work takes place)	Rear End Fixed Object Angle Head On*
Transition Area (moves traffic out of normal path)	Rear End Fixed Object Angle
Advance Warning Area (tells traffic what to expect ahead)	Rear End Fixed Object

*Normally occurs in activity area with two-way traffic operations

Large truck drivers should use extra caution in the merge areas and get in the correct lane well in advance of the lane closure. One-third of all crashes between large trucks and cars happen in the danger areas around the truck. These danger areas, known as the **No-Zone**, are along the sides, front, and rear of trucks where the driver cannot see, even with the best mirrors.

<http://safety.fhwa.dot.gov/programs/lusz.htm>

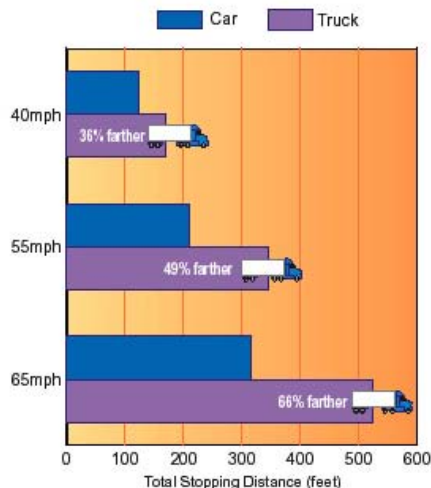
U.S. Department of Transportation
Federal Highway Administration
FHWA-SA-03-010

Trucking Safely Through Work Zones

Safety practices for drivers of large trucks

The Difference Between Large Trucks And Cars

The stopping distance required for a large truck traveling at 55 mph is almost 50 percent greater than that needed for a car.



Estimates are for 80,000 lb. loaded, tractor-trailers and mid-size passenger cars traveling on a dry, level road. Source: National Safety Council

Happenings in HR

Melanie Shepherd, Director of HR



Hello everyone! I hope this newsletter finds you in warmer weather and enjoying improved driving conditions. First, I want to make sure that everyone knows that Susan Woodring has joined me in the Human Resources department! While Susan is learning about all the functions and responsibilities in the HR department, she has definitely caught on quickly and has become a huge asset, not only to me, but to you all. She has become very good at answering questions, and we will work together on things if there's something additional help is needed with. Susan's assistance was greatly needed and I appreciate the decision that was made to allow her to join me. The HR department at DHT is involved with every employee in the company in one way or another and in almost every department as well. So, WELCOME SUSAN!



DHT underwent the C-TPAT Validation Audit at the Laredo terminal in March. The audit was very detailed and complex, but in all we have a solid program that Customs & Border Protection (CBP) and Department of Homeland Security (DHS) has certified and approved. We will now be considered a Tier II carrier in the program, which benefits us in several ways. One benefit of being a Tier II carrier is that if (God forbid) another terrorist attack occurs, we would be among the first allowed to cross the Mexico border, which will help us keep you rolling and our customers happy. Another benefit is that manufacturers, shippers, etc. recognize a Tier II carrier as having the "Seal of Approval" security wise and is more likely to choose us over a carrier that is not certified. However, we cannot become idle in our security processes.

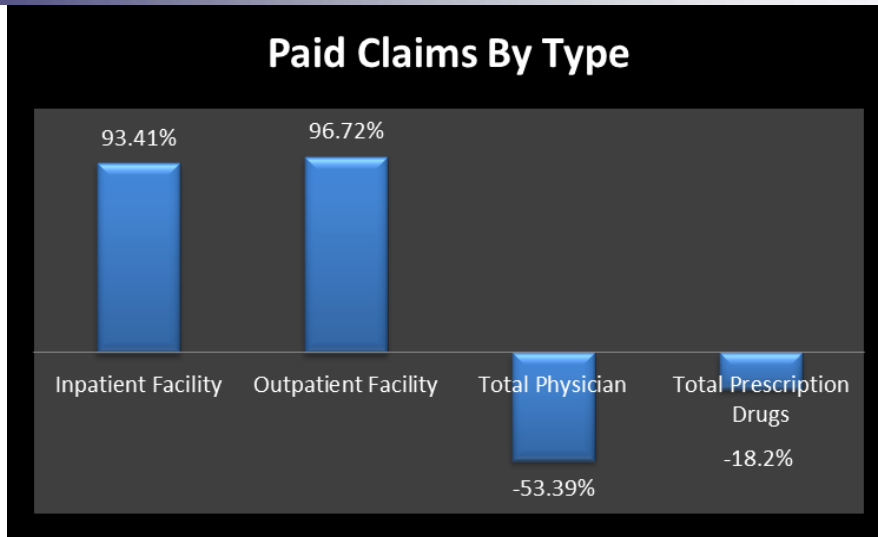
We now must continue doing everything we are doing in order to keep our certification, because one incident could result in DHT losing the C-TPAT status. Drivers – keep doing your pre-trip and in-transit inspections. Check your seals, and check your paperwork! If there is anything that doesn't match up or that doesn't seem right, be sure to let operations know BEFORE you leave with a trailer. Also, NEVER pull an unsealed trailer. The ideal situation is to have the shippers seal and sign off on the seal number before you leave their facility. I understand that doesn't always happen, so be sure you have DHT seals on hand. You will be issued a set of 10 seals by a staff member that you have to sign for. Keep this in mind, especially if you give any to a shipper (please don't make this a practice), because if for some reason that seal is used on a load and something happens to that load – like it gets broken into and product stolen, that seal can be traced back to you. The same is true if you must remove a seal while in-transit, ALWAYS call in and notify operations you are removing the seal, the reason you are doing it and the new seal number you replace it with BEFORE you do anything. Operations must call the receiver to inform them why the seal was changed and provide them with the new number. All those steps are not meant to cause extra work for you to do, but to protect you and our customer's cargo.

I am going to switch hats now and put on my health benefits hat! All employees that have the company health insurance through Blue Cross Blue Shield have a Wellness or Preventive benefit as part of your plan. What this means is that you or any covered member of your family can go for an annual physical, well-woman visit, well-child checkup and immunizations, lab work and have other specified tests performed and have to pay only the \$35 co-pay. What's more is that when you go for your Wellness visit and submit the Explanation of Benefits (EOB) you receive from Blue Cross to HR in Mountain City, you will be refunded the \$35 co-pay. It is very important to go for these visits in order to ensure your well-being and to catch small problems before they become major health events. These health events are greatly affecting the insurance premiums, and what that means to you is a probable increase in premiums in the upcoming plan year which begins August 1. I have included a chart below to explain this better:

Continued on page 9

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





Blue Cross has data that shows that for a group our size, the expected percentage of Inpatient Claims is 22.7%. The expected percentage of Outpatient Claims should be around 24.0%. What this means is that for the previous 12-month period our group's claims were almost 100% for inpatient and outpatient facility charges. This accounts for members going to emergency rooms and released within 23 hours and for members that were admitted to the hospital for one reason or another.

The other two categories, Physician visits and Prescription drugs are showing under the line, which means underutilization. Don't let this fool you into thinking this is a "good thing", because it is not. Blue Cross expects our Physician visits to be at + 32.2% and Prescription drug use at + 18.5%. What this means is that our members aren't going to the doctor for checkups, so health problems aren't being diagnosed like hypertension, high cholesterol, etc. thus prescription medications are not being used.

El Paso Operations Spotlight

Alex Wright, Operations



Hello to everyone at DHT! I hope you all are doing well. I come to Danny Herman Trucking, Inc. with 38 years of experience in the transportation industry. I began my career in transportation in 1973 (at the ripe old age of 19) working for a LTL carrier as a loader/unloader. As time went on, I became a driver, city dispatcher and dock foreman. After my years in LTL, I began my career in the long haul aspect of the industry where I learned to be a dispatcher, operations manager, terminal manager and co-owner of a trucking company.

I came to DHT due to the fact that the name Danny Herman Trucking, Inc. is a name I remember growing up in El Paso and what a strong, interesting and remarkable history DHT has. I am currently working in dispatch, as well as other projects, and hopefully, I will manage a terminal in Nashville, TN if the location is established in the future. I enjoy working for DHT because of the great people I have met both in Mountain City and in El Paso. DHT is very well organized and structured for growth. I am grateful to have the opportunity to watch and help DHT grow and become a leader in the transportation industry.

I was born and raised in EL Paso, TX and lived there until 1997 when I was transferred to Nashville, TN where I lived for 13½ years. I moved back to El Paso due to my parents' health. I have been married to my wife for 13 years. I enjoy spending time with family and friends by going boating, fishing, golfing, traveling, gardening and going to garage sales, auctions and flea markets.



Just a reminder there are security cameras at the terminals now! They can see through the windows of the trucks. So, just be aware if you are changing clothes, you may be on camera!

DHT Terminal News

Mountain City, TN News

Currently we have raised \$1,900 for Relay for Life by selling drinks here in the terminal. At the end of the month we will have our Easter bags full of goodies and treats for sale to raise even more money for Relay for Life!

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.



Easter bags

Laredo, TX News

Summertime is almost here, and South Texas is still burning up in freight. We have been doing very well, and at this point most of the shipments we have are all urgent. We want to thank all the drivers out there working with us to keep it moving, and for your help in the local pick ups. We would not be able to make it without your assistance. I hope everyone is doing well and still on the move.

This past month we had our C-TPAT validation, which went well, and are moving forward with this. So, we ask for everyone to help us with the verification of your trailer seals, always wear your ID's where they are visible and when going through the inspection lane make sure to turn off your engines and kindly step out of the truck in order for your truck/trailer to be inspected by our maintenance department. Please continue to assist us insure the safety and security of our Laredo Terminal. Make sure to lock the front gate after hours. Please insure all trailers that are drop off & picked up are sealed.

We continue to ask for everyone assistance with the local deliveries of loads that you bring in. Other times we are in need of help with local shuttles of other loads that need to be delivered. Also please make sure to always leave us copy of the signed bill of ladings so we can keep those on file. When coming to Laredo, call us when you are close for further instructions on what to do with your load to avoid any misunderstanding. Our Laredo Staff wants to thank you for all you do. See you soon and be safe! -Jaycee

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.

New Drivers:

Terry Bond
Bradley Kuykendall

Please check your permits often to keep them updated. Permits are available after hours in the driver's lounge on the table. Remember to call Jean before 5:00pm for all other important information and paperwork to be left in the black mailbox after hours. TripPaks can be dropped off at Lebanon, MO Terminal with Jean. Please do not put TripPaks in black mailbox on back porch. If you need to drop off TripPaks after 5:00pm please put them in the mail slot in the back door.

Remember for the driver's lounge, if you have lost your combination to the door, please ask any employee at the Lebanon Terminal and they will be glad to help you. If it is after hours, please call dispatch.

Seals and bill of ladings (handtags) are no longer available in the lounge, if you need these supplies please call Jean to make arrangements. We have hand/shower soap available upon request. I would like to thank Renee Foster for her donations of hand/shower soap for drivers. When using the showers make sure the curtains are completely closed so you do not leave the bathroom floor flooded with water. Thanks for all you do to keep the driver's lounge clean. Your thoughtfulness is really appreciated. Stay safe out on the roads.



Bobby Hicks grandson, Benjamin Earl Hick, Jr.-Future Driver of the Month

DHT Terminal News continued...

Nogales, AZ & Fontana, CA News

Hello everyone from Nogales! I hope all of you and your families are doing well. It is hard to believe that summer is just around the corner and the first quarter of the year is gone. I wanted to start by saying that in the last couple of weeks we have seen a turn around in freight in Nogales and California. We are seeing an increase in freight in each terminal, which is a really good problem to have. I know that we have been struggling to get trucks out of Calexico. Lauro Santillan and the sales staff have been working hard to correct this problem, and it looks like we will soon have more freight coming out of the Calexico area.

I wanted to ask all of you when you have an empty trailer and you know you will be dropping it off in Fontana, make sure it is in good condition. I have noticed that some trailers are dropped with flat tires. If you have a flat, make sure you fix it before you drop it. This is only fair for the next driver that will need to hook to it. Also, when dropping trailers in Fontana and Nogales, please make sure to be extra careful not to hit the fence. I wanted to also let you know that we are continuing to work on improvements in the Fontana office and pretty soon you will be able to access the driver's room. Please remember if you need any help in Fontana, please call the Nogales terminal, and we will be able to help you out.

I want to remind everyone that we have a new dispatcher in Nogales. When you come to Nogales, please stop by and meet him. I also want to give my condolences to Elias Benavides and his family for the passing of his son. Elias drives Truck 1120. Please keep him and his family in your thoughts and prayers. We want to finish by thanking all of our drivers for their hard work, and we really appreciate all you do and for helping us to deliver all loads on time. Until next time, please be safe out there, and may God bless all of you. -Jesus

Exercise Tips

By Jose Cadena

Start your healthy life style on the right foot and stay fit for life. Design a program that fits your needs by using an exercise regimen that will allow you to tailor a program to meet your own needs. This should include fitness goals, type of exercise or activity, a warm-up or conditioning, and a cool-down. Each exercise program should be done according to factors such as age, health, and each individual's fitness status.

Setting goals will allow you to work toward them. When setting each goal make sure to make realistic settings for each goal. Set short term and long term goals. Always make each goal a reachable mile stone. For instance, do not say, "I will be fit in a month." This would be an unrealistic goal. Realistic goals are taking into consideration your current fitness level. It is recommended to always consult with someone certified and knowledgeable and always write down the goals you know you can achieve. It is good to remember that goal writing can be revisited and revised according to your progress or needs. Share your fitness goals with your loved ones so they can support you in any new fitness goal you embark upon.

Remember that with proper nutrition and training the results will be outstanding and the rewards will be gratifying with time. Results, many times will not happen over night, but keep in mind that we are not looking for temporary accomplishments. We are looking for a lifetime of fitness and health.

Prayer List

Please keep the family of Jim Lovett of Truck 221 in your thoughts and prayers. He passed away on March 23, 2011.

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



April Showers Bring May Flowers

Drivers of the Month

Congratulations to the Drivers of the Month for February and March! David Tackitt was Solo of the Month and Glenn Hess and Benjamin Williams were Team of the Month in February. Johnnie Mathis was Solo of the Month and Jimmy and John Partin were Team of the Month for March. These guys did a great job by running a lot of miles and running legal.



Glenn Hess-Feb. Team Driver of the Month



David Tackitt-Feb. Solo Driver of the Month

These drivers will receive a framed and matted award, button-down navy shirt with the DHT logo, their name and driver of the month embroidery, embroidered blue and gold wind shirt, a portable satellite radio with a one year subscription, and their name added to the plaque at the corporate office. They will also be entered to win Driver of the Year! They are now eligible to win a Driver of the Year trophy, button-down black dress shirt with DHT logo, their name and driver of the year embroidery, embroidered black jacket, AND a travel package of their choice. DHT will locate a travel agent to help with the arrangements, plus a \$500 pre-paid visa, one week of pay (based on driver average) and an awards celebration dinner.

BT Friendly

BT Friendly's (Be Trucker Friendly) primary mission is to help prevent accidents and to save lives by promoting safety awareness on behalf of the trucking industry to the everyday driver. BT Friendly is committed to making safety the highest priority for anyone driving on our roads and highways, including insurance companies, law enforcement personnel, government and especially the trucking industry. We hope to achieve these goals by informing and educating the public of safety precautions while driving around commercial trucks on the roads and highways. Many large trucks are involved in accidents every year. These accidents are often deadly. For this reason their primary goal is to make the public aware of certain steps that can be taken to minimize the number of automobile-big rig accidents.

BT Friendly's safety program is aligned to five key behaviors:

- Do not tailgate
- Do not cut off
- Do not drive in blind spots
- Do not drive into left or right turns
- Do not make sudden stops in front of a big-rig

Remember, when an automobile collides with a big-rig—it is most often the occupants of the auto that are killed or seriously injured. Therefore it makes good sense for all to help truckers stay out of potentially unsafe situations by simply following those key behaviors stated above. Get on board and help make our roads trucker AND auto-friendly!

For more information, visit their website at www.btfriendly.com.

Melanie Shepherd with the BT Friendly Bear.



Be sure to pick up the next copy of 'The Driver' CD for live interviews at the Mid America Truck Show!

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!

DHT Anniversaries

March

Name	Hire Date
LUIS FIERRO	03/13/1995
LEON ROMO	03/18/1996
LARRY WYCOFF	03/14/2002
EDUARDO NUNEZ	03/22/2004
GERALD MILLER	03/03/2004
MICHAEL SIDWELL	03/22/2005
EARNEST SHERRILL	03/06/2006
ROBERT MILLER	03/01/2007
LEE ANN MILLER	03/01/2007
FLAVIO TORRES	03/05/2008
MICHAEL MONTALVO	03/07/2008
CHARLES RICHARDSON	03/24/2008
P. AARON PERNELL	03/10/2009
LORI PERNELL	03/10/2009
ADRIAN GONZALEZ	03/17/2009
MI SUN DODSON	03/17/2009
RICHARD DODSON	03/17/2009
C. RONALD BRIGGS	03/01/2010
RAUL HERNANDEZ HINOJOSA	03/11/2010
JOHN HENRY	03/16/2010
GARY DOUGHERTY	03/17/2010
AARON CROWDER	03/22/2010
JOSE GALEANO	03/23/2010
DONALD PALMITER	03/25/2010
JOHN JACOBY	03/29/2010
RAMIRO GARCIA	03/29/2010
JORGE CASTILLO	03/31/2010

April

Name	Hire Date
JOE HERMAN	04/06/1982
JOHN ROBINSON	04/02/1988
LEE PEREZ	04/18/1988
ANTHONY FULLER	04/06/1994
ANGELA PRITT	04/18/1994
BRIAN MOREFIELD	04/08/1997
MICHAEL AVERILL	04/21/1997
PEDRO LIRA	04/05/2002
TERESA ARIAS	04/10/2006
GRACIE CANO	04/17/2006
CJ PETERSON	04/07/2008
THOMAS STAGG	04/07/2008
LOIS KESSLER	04/22/2008
DENNIS ANDERSON	04/14/2009
YOLANDA WISEMAN	04/14/2009
ADRIAN ALARCON	04/17/2009
RAMON DOMINGUEZ	04/17/2009
JOSE CARIELO	04/23/2009
DEBBIE VOUT	04/24/2009
DEBRA FULLER	04/01/2010
RICKY FULLER	04/01/2010
JOHNNIE MATHIS	04/01/2010
DONALD NORRIS	04/05/2010
RANDY BANBURY	04/08/2010
PAUL COLLINS	04/08/2010
GERALD FABYUNKEY	04/08/2010
RAFAEL ARIAS	04/12/2010
PHILLIP MAGUIRE	04/14/2010
PATRICIA MAGUIRE	04/16/2010

