



In The Driver's Seat

Danny Herman Trucking, Inc.

November/December 2011

Volume 3, Issue 6



President's Corner

Joe Herman, President

outcome will be, when it will be, or if it will change at all.

Steve Frantz, Melanie Shepherd and I visited Cherokee Insurance Company in Detroit, MI this past week. The one thing that I wanted to pass along to all of you especially our driver force is that they have a high regard for DHT. They are very impressed with our safety record and procedures. We were all quick to tell them that the majority of this credit goes out to all of our drivers. We meant this and we salute you for this.

On the equipment front, we will be getting an additional 20 T-700 tractors between January and February, as well as 150 trailers. The majority of the trailers will be replacement trailers for some of our older ones. We have quite a few of our trailers that are getting tired that we need to replace. These trailers will begin coming in early January and will go through June or July.

On January 3, 2012 we will be holding Safety Meetings in El Paso, TX, and we will have a special guest, Dan Baker. Dan has been around the trucking industry for many years. He is not only knowledgeable, but he is also very entertaining. **You will not want to miss this!** We will also have some pretty cool door prize drawings as well. For more information please contact Jim Mendoza in El Paso or Steve Frantz in Safety. I will be in El Paso for this and I hope to see many of you.

In closing I just want to wish all of you and your families a very Merry Christmas and a Happy New Year, and thank you for all that you have done and for your contributions to DHT this past year. Please take the Christmas holiday to spend time with loved ones and those that are special to you. Also, please remember the reason for the season and that first it is a celebration of the birth of Jesus Christ. I pray that He keeps all of you safe and that you all enjoy this joyous holiday. *Keep on Trucking Safely and may God bless you all!!*

I hope this newsletter finds all of you doing well. It is hard to believe this year is almost in the books. While it is almost history, I will have to say that it has been a far better year than 2008, 2009 and 2010 were. While we have seen a marked improvement, and we are just getting started compared to where we want and need to be.

I am very thankful for many things in my life. First of all, for God's many blessings that are far too numerous to count, but to name the top ones I would say they are for giving His son, Jesus Christ, to die for our sins, for blessing me with a wonderful family, my health and finally, for blessing me with a great group of individuals that make up such a wonderful team here at DHT. Without all of these blessings, I would have had a hard time getting through the past few years when our economy was so bad. For all of you and the part that you played, I sincerely thank you. For all of you that have been here through in the thick and the thin, I feel that we have had a good partnership. To me a partnership is when people stick together and stand by one another through thick or thin, in good times and bad. I feel this has happened with all of us here at DHT.

I would like to give you all a few updates on the happenings at DHT. First from everything that I am hearing and reading it appears that we should see a growing economy and along with that we will see not only transportation as a whole grow, but we will also see our lanes and business grow. 2012 is looking bright, and I hope to see 2013 be even brighter.

I am sure that many of you have heard that they are looking at introducing a new HOS Ruling. I know that the ATA (American Trucking Association) is monitoring this closely and if there are changes they will fight to make sure that we are represented. I have not been too worried about it because we do not know what the

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Barb's Beat

Barbara Seals, Vice President Finance and Administration



I want to take this opportunity to wish each and every Danny Herman Trucking, Inc. employee and your families a very Merry Christmas and a Happy New Year. I appreciate each and every one of you for all you do for DHT throughout the year.

I am happy to advise that DHT has reinstated the 401K match. This was effective October 23, 2011. Any employee who was hired between January 1, 2011 and June 30, 2011 will be receiving information on how they may participate in the 401K Savings Program for Danny Herman Trucking, Inc. employees. If you were hired prior to January 1, 2011 and either elected not to participate or for some reason did not receive information, please feel free to contact me. You are eligible to enroll at the January enrollment period if you are interested.

Please send your information to me in Mountain City, TN prior to December 28, 2011. If you have any questions, please do not hesitate to call me.

May God bless you and your families during this very special season of our Lord's birth. Be safe.

Western Region

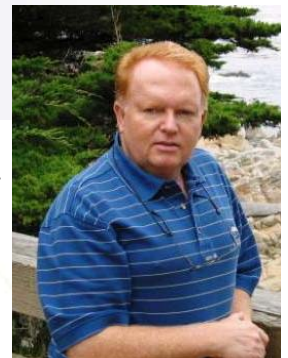
Donald Hopson, Vice-President

Hello to everyone in the DHT family, whether in trucks, terminals and customer locations. This will be our Thanksgiving and Christmas issue and the last article for 2011. I believe that we all feel fortunate and know that we have plenty to be thankful for this year and realize that we have made some significant improvements at DHT in this past year. We are still in the "receiving new equipment" mode and certainly know that we are fortunate to have a modern fleet of trucks to offer drivers to enhance your environment, while on the road. We will soon start a replacement campaign to our trailer fleet as well, and we will also welcome the new trailers that will replace some of the older parts of the fleet. I think we should recognize that in today's times, in this industry, we should not only feel thankful that we can actually replace older equipment, from a financial standpoint, but we need to put special attention to taking care of all equipment in this fleet so that we do not abuse or neglect what is provided as a major benefit to drivers, owner/operators, maintenance people and of course sales to offer to customers.

From an operations standpoint, I would like to commend everyone involved from all drivers to all on the inside of DHT that have had a role to play in the success of many accounts that have praised us for the outstanding service that we have provided numerous customers this year. There are few things better to experience than customers relaying compliments back to us and even better when Joe Herman travels to a customer location and can return home to share with us the feedback he has gotten regarding what we've provided in service to a customer. These are proud moments that do not always happen and most importantly cause us to realize the day in and out things

that we all do. These things and scenarios have happened this year on numerous occasions. I have personally been told by customers that they prefer us to do special parts of their business because of the detail stamp that we put on our service to them. While we have written about the importance of this in relation to how we compete, we have been able to "walk the walk" this year with many customers who purchase our services. I feel this is an area of accomplishment that we can recognize and celebrate the fact that we've done these things within a time when carriers are still going out of business and others are having to make cuts in programs that are felt all the way to the customer.

If you can't tell by now, we have moved DHT ahead of many and we have answered many requests in many areas of the industry. In addition, we have also grown the fleet and will continue to do the same in the coming year. I would like to recognize all of our driver fleet for all of your efforts to arrive on time, and perform the things that the customers have asked of you. While doing all of those things, you have also improved our CSA safety scores in most every month this past year. We also want to commend every support person and department that has complimented the fleet this year, to create a great winning team here at DHT. So in closing out the last article of 2011, we can be proud of our achievements and know that while we have raised the bar this year, in many areas, the only way to go from this point is up again. Thanks to everyone! Merry Christmas and Happy New Year! Here we come 2012!



Operations

Blake Grindstaff, Vice President



As 2011 comes to a close, I find myself wondering where the time has gone. It seems like only a couple of days ago we were talking about getting through the winter and looking forward to warmer temperatures and now here we are watching the mercury drop again.

Although 2011 was not the breakout year we had all hoped for, it was at least a year where progress was made here at DHT. The economy has continued to go up and down without any real notice but stability at least came back during the year for us. We have been able to update both our tractor and trailer fleet which should help all of us by eliminating downtime for maintenance. Our Sales team has been able to add a more diverse customer base which puts us in a better position to handle downturns in certain industries such as housing. Most importantly I believe we were able to grow as a team and all reap at least some benefits through working together and towards the same goals.

As we now move into 2012 and another fresh beginning, I see even brighter days ahead. All of the hardships we have seen over the last several years have made us stronger and less prone to swings in the economy. Sometimes lessons are taught in very harsh ways and I think most of us in the US have taken some lumps. At DHT we are applying these lessons to ensure our success in the future. 2012 is positioned to be a year of turnaround for the economy as a whole and we expect to be even further ahead of the curve here at DHT.

I would like to thank everyone in the DHT family for your contributions during 2011. I am proud to be part of the team and know that we will continue to grow and achieve together. I wish each of you and yours a Merry Christmas and a Happy New Year!!

Maintenance News

Daniel Cook, Director of Maintenance



Hello to all from the Maintenance Department. We hope everyone had a great Thanksgiving. We are well on our way into winter. Please be safe while on the roads, watching out for the other person that is not watching out for you.

During the winter months we have several maintenance issues to address. These are all things we would deal with on a regular basis, just amplified. Issues like driving conditions in bad weather. I know we all hate salty, wet roads, fighting traffic and spending all day flipping the windshield wiper button on and off, but it is what we do. Let's make sure the wiper blades are in good condition and our washer fluid stays full. Also, on these days with beautiful weather, slow down and stay alert. This will give you time to increase your following distance.

There is no way to avoid freezing ice on brakes, and lines on your undercarriage. Something I strongly recommend is carrying a hammer with you. When temperatures drop to freezing brakes tend to stick, landing gears get stuck. This is when the hammer can be your friend.

In extremely cold weather it is good to use fuel additives to prevent gelling. However, under any circumstance are you to add anything to the DEF fluid. The DEF system is self contained and heated. Unfortunately another thing we must consider during the holiday season is theft. Please take extra time to check your seals, park in well-lit areas, and follow instructions while under those special loads.

You will soon start seeing new trailers in the fleet. This will give you something to look forward to. We will start a trade cycle on 150 new trailers very soon. I hope everyone will be as excited as I am. And last but not least, Merry Christmas and Happy New Year. May God bless everyone!

Come see Dan Baker in El Paso on January 3, 2012!

Happenings in HR

Melanie Shepherd, Director of HR



Hello everyone! I hope this newsletter finds you all well, staying busy and getting many miles. I hope each of you have had the opportunity to pick up the latest edition of “The Driver” CD at the terminals. If you have not be sure to get a copy! Also, they are available at www.dannyherman.com just click on the “Newsletter” link for this and past issues.

There will be driver’s meetings will be held in El Paso during the first week of January 2012. We will have meetings on Tuesday, January 3rd through Friday, January 6th. Tuesday’s meeting will be at the Region 19 Building on 6611 Boeing Dr. We will have a special guest: Dan Baker!

Dan Baker is a nationally known speaker, teacher and consultant to the trucking industry. He travels extensively throughout the US and Canada, working with over 300 trucking companies of all sizes and types. He speaks at meetings and gatherings of all kinds, from driver safety meetings, to award dinners, to state and national conventions, to in-company seminars and symposiums. Dan Baker speaks to the “people” side of trucking. His presentations are fun, funny, and full of jokes, stories and one-liners. But he never departs far from his basic theme that if you’re in trucking today, first of all you’re in the people business and secondly, you’re in the trucking business. Regardless of the Trucking Industry’s business cycle, Dan is in big demand throughout the country. We are fortunate to have Dan come spend the day with us, and seats are on a first-come, first-serve basis, so be sure to call Jim or Gracie in the El Paso Terminal to reserve your seat today!



Meeting Schedule for Wednesday – Friday:

DATE: Wednesday, Jan 4—Friday, Jan 6 Beginning at 10 A.M.

MEETING LOCATION: El Paso Terminal

Presenters: Joe Herman - President, Daniel Cook - Maintenance, Steve Frantz - Safety, Melanie Shepherd - HR & Security

Call Jim or Gracie in the El Paso Terminal to let them know what day you plan on attending so we can plan on food for the day as soon as possible. We will be covering many areas, providing information you need. Also... there will be lots of nice door prizes for you to win! Last year we gave away flat-screen TVs and iPods! Wait until you see what we have in store for this year.

These meetings are mandatory for all drivers that run out of the El Paso terminal. All drivers passing through El Paso during these times are strongly encouraged to stop and attend a meeting if your time allows. If you have any questions, please call Jim, Gracie, or Melanie (MTCY) for more information.

Finally, with winter weather at our heels, I wanted to ask each of you to take extra precautions when getting in or out of the truck, when you are at fuel stops and customer’s locations. Many times you can be unable to see the ice and before you know it you have twisted something, or have fallen on your rump and you could suffer a serious injury. Also – keep in mind that when you are driving, there could be a buildup of snow and ice on the steps, so just take an extra minute of care! One little slip can put you out of work for weeks and could affect you later in life. This newsletter will arrive to you during the holiday seasons and I want to wish you all a Merry Christmas and a Happy and prosperous New Year!

Health Hints from HR

Cookies, Candies and Pies... oh my!

According to the American Heart Association, American’s typically gain 3-5 pounds or more during the holidays, and it is so easy to do that you may not even notice until your clothes seem tight or the scale doesn’t look the same as it did before. Not only is it hard to maintain a healthy weight, but gaining and having that much more to lose is discouraging, so here are a few tips that might help us all (we just have to follow them!)

- **Eat a good breakfast high in protein – it helps us feel fuller, longer**
- **If you are bringing a dish to a holiday gathering, make it a healthy one**
- **Don’t start a weight-loss diet now. Save it for a New Year’s resolution. If you cheat you may feel guilty and end up eating more.**

Include time for exercise. I know that the professions we are in require most of us to be sedentary a good part of the time. Make good use of your breaks and take a brisk walk for 10-15 minutes at a time. I promise you will feel better and your pants will too!

From the Sales Corner

Rick Watkins, VP Sales



Seasons Greetings to all! Goodness, it's hard to believe we are about to wrap up 2011. I hope you get to spend some quality time with friends and family this holiday season. It is truly the most wonderful time of the year.

Things continue to trend upward in our industry. At the writing of this letter most analysts are saying we had the best after Thanksgiving retail sales in recorded history, up over a billion dollars from last year.

I would like to welcome Bill McDonald to the DHT Sales Team. He is located in the Dallas/Ft Worth, TX Region. This is a newly created position in one of our biggest red zone markets. With Bill's experience and attention to detail attitude, we are confident we will get this market corrected. Please join me and welcome Bill to our family. I think he will be a great asset to our Sales Team and DHT.

In closing, I hope all will pause from our busy schedules to give thanks to Christ during the Christmas season for all the many blessings we have such as food to eat, shelter over our head and clothes on our backs. I know I am very thankful for my family. What a joy to spend time with them over the holidays. I've learned never to take this time for granted. We never know if it may be our last together.

This leads one to ask a two thousand year old question... Mary did you know when you held your baby the first Christmas; you were holding the Lord of all creation? Did you know that your baby boy would someday walk on water and save our sons and daughters? Did you know this baby boy had come to make you new and this child that you've delivered would soon deliver you? Did you know that your baby boy had walked where angels trod and when you kissed your little baby; you kissed the face of God? ***May we never forget the reason for the Season! God Bless and Merry Christmas***

Safety Notes

Steve Frantz, Director of Safety

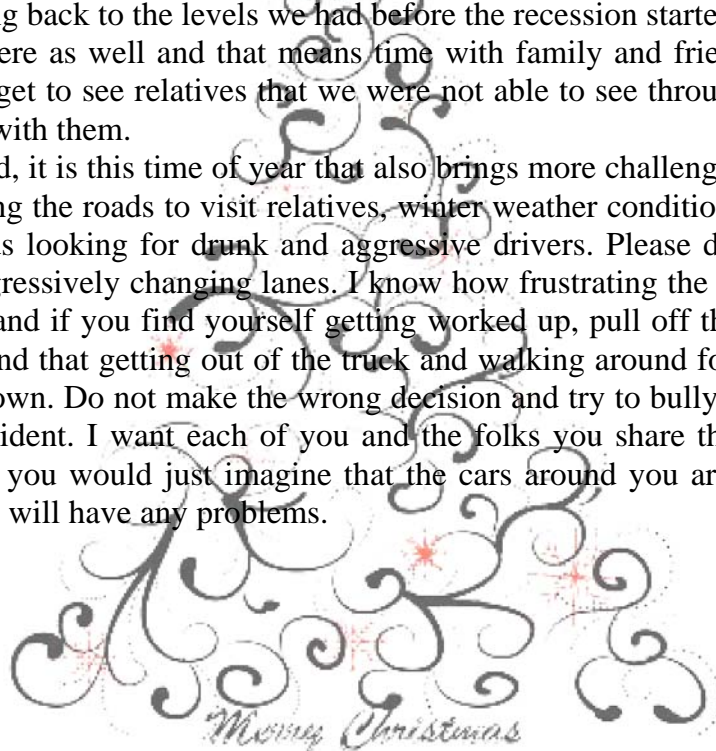


I hope this newsletter finds you and yours well. It is hard to believe that this year is just about over; time just seems to fly by faster every year. However, with this year we saw a lot of improvement in our level of business, which means our freight volume and miles, has increased. We are very confident that this trend will continue into 2012 and keep growing back to the levels we had before the recession started.

The holidays are here as well and that means time with family and friends. Sometimes it is this time of year in which we get to see relatives that we were not able to see throughout the years, so enjoy the time you get to spend with them.

With that being said, it is this time of year that also brings more challenges to our travels, increase traffic with everyone hitting the roads to visit relatives, winter weather conditions and more enforcement officers being on the roads looking for drunk and aggressive drivers. Please do the right things by not tailgating, speeding or aggressively changing lanes. I know how frustrating the holiday travel season can be please keep your cool and if you find yourself getting worked up, pull off the highway and rest for a few minutes. I always found that getting out of the truck and walking around for a short time helped my mindset and calmed me down. Do not make the wrong decision and try to bully your way through traffic and chance having an accident. I want each of you and the folks you share the road with to get home safely for the holidays. If you would just imagine that the cars around you are filled with your family members I don't think you will have any problems.

Continued on page 6



DRIVERS MEETING

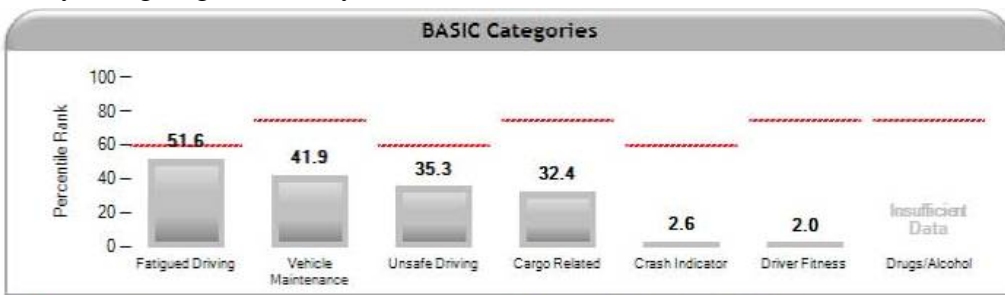
We will have our drivers meeting again this year in El Paso the first week of January. We will have a guest speaker on Tuesday, January 3rd and the meeting will be help off site from the terminal. Information has been sent out to all of you and there is additional information at the terminals. The guest speaker is Dan Baker. Most of you should know a little about Dan, he does a small part on all of the CD's we put out every other month. This is a meeting you don't want to miss. Dan is very funny and down to earth kind of person, and he is in the people business and will keep you on the edge of your chair. Please attend this meeting if you are in the El Paso, TX area and let us know if you will be attending so we can make sure we order lunch for everyone. The meetings for the rest of the week will be at the terminal. All meetings will include some door prizes, so don't miss out on this great time. It gives me a chance to spend time with those of you that don't come to Mountain City, and I enjoy visiting with each of you.

CSA UPDATE

I have just gotten the new update for November. Six of the seven categories showed a reduction in points (see attached). We did show an increase in the hours of service (Fatigued Driving) category. We need to really work on this area; we are now at 51.6% with a threshold of 60%. That is too close to the cut-off for comfort. The two biggest violations in this group are #1 log not current and #2 log form and manner errors. In #1 we are finding that that is no more than a driver not bringing their line from off duty to driving after a break or not updating your log when starting out after time off. By making sure you update your log after a break or coming off of home time we will be able to drop the percentage in the hours of service violations by a large percentage in a short period of time. In #2 the violation is no more than not having a log page completed properly, you did put your mileage on a log two days ago, or you forgot to put your trip number or truck and trailer number on a page, you didn't total your hours at the end of the grid. These are all errors that could be eliminated by reviewing your log page at the end of the day to make sure it is complete with no blank spots on it. This review would make a huge difference in that category because we have a lot of those types of violations. Please do your part in helping to reduce the percentage of violations in the hours of service. Remember, the driver's daily log is your responsibility and you are the only one that can fix this problem, do your parts so we can get the 51.6% reduce to fewer than 40%. If you have any questions about these violations or anything with the hours of service, please contact me and I will be happy to help you or answer your questions. As for the rest of the categories, I want to say thank you to all drivers, you have all stepped up to the plate and got these numbers down to a safe level. We have seen a big reduction in our maintenance scores it has dropped from 57% to 41% in just 3 months. That is fantastic. That is a tribute to you, the driver, doing better inspections and all the shop personnel looking at the equipment better. Please keep up the good work.

Included in this newsletter you will find the CSA update, winter driving reminders and a new law that will be out any day banning and handheld cell phones. Please make sure you check these out. I will put out the final rule on the cell phone ban just as soon as it comes out in the federal register, and we can see the exact wording they will be using.

Please have a safe and happy holiday season, I wish you and your families the very best for the holiday and going into next year.



	Carrier Intervention Thresholds under CSA 2010		
	BASIC	General	Haz/Mat. Passenger
Unsafe Driving • Fatigued Driving • Crash Indicator	65%	60%	50%
Driver Fitness • Drugs/Alcohol • Vehicle Maintenance • Cargo Related	80%	75%	65%

CSA 2010 emphasizes on-road performance using ALL safety-based inspection violations - including non-out-of-service violations - while SafeStat uses only out-of-service and selected moving violations.

DHT Terminal News

Mountain City, TN News

Congratulations to Jason and Ashley Mills on the birth of their son, Kingston Mills!

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. Stay safe out on the roads! Happy Holidays!



Laredo, TX News

The New Year is approaching us quickly. We hope that everyone is doing well and getting ready for the holidays to spend with your loved ones. We continue to keep you moving throughout the rest of the year. The Laredo staff would like to thank all drivers for the hard work and efforts.

Many of you have assisted us in the past for local shuttles and swaps on loads. We wouldn't be in business without you. Please continue to help us with the verification of your trailer seals and always wear your ID's where they are visible. Also, 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 inspect your equipment, and if there is any work to be done please check in with enough time to our maintenance department. It is very important that we do not wait until the last minute. Advising them early will give them enough time to make sure they get the parts needed so things roll smoothly.

We would also like to recap for those that have not been in the Laredo area lately. We announced to you that our shop finally has an official work area in and has been designated to trucks & trailers. And a friendly reminder to all: once the trailer/truck has been taken to the shops work area, please go into the driver waiting room upstairs. This allows the mechanics to work more efficiently without interruptions and will help to prevent any kind of injuries. If you have any questions in regards to maintenance issues please refer to Tom Stagg.

Please continue to assist us in insuring the safety and security of our Laredo terminal. Make sure to lock the front gate after hours, and make sure that all trailers dropped off & picked up are sealed. We ask for everyone's assistance that local deliveries you bring in be delivered. Please make sure to always leave us copies of the signed bill of lading so we can have in file. When coming to Laredo, please call when you are close for further instructions on what to do with your load to avoid any misunderstandings. Our Laredo staff wants to thank you for all you do. See you soon and be safe.



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

El Paso, TX News

Well here we are again finishing off another year, and embarking onto a new year and new challenges. First I want to say thank you to all the drivers here at DHT for everything that you do day in and day out. Without you out there none of us in here would have what we do. So from the bottom of our hearts here in El Paso, THANK YOU. Secondly I would like to thank everyone else for working with us throughout the year. Without the team work that we all have here at DHT, rich in its history and the personal pride from everyone, we would not be able to be the beacon of the industry that we are today, and the support that the drivers need while out there doing what they do everyday.

As you all know some new procedures have come about here in El Paso, and enforcing of some older ones has everyone a bit confused, so I will touch base so that everyone is on the same page.

- When ever a load is being T-Called here in El Paso, continuing to another city beyond El Paso, an official scale ticket must be left with paper work regardless of the weight. If not we will ask you to take the load and scale it before T-Calling it in El Paso.

- When coming to El Paso with a load that delivers in the El Paso area, please contact El Paso operations for the following reasons;

1. Not all customers are drop locations some are live offloads and some are dropped here in yard, and due to theft of equipment you need to verify with El Paso operations which customers are authorized or not authorized drop locations.

2. If the customer is an authorized drop location and the trailer crosses into Mexico with a Mexican Carrier you will need to come by the terminal and have the trailer inspected and pick up a receipt of equipment form and the trailer inspection form, and the customer must sign off on both forms. Please note that these forms must come back to operations here at the El Paso terminal and not sent in your Trip Envelope.

3. If the customer is an authorized drop location and the trailer will not cross into Mexico then you will need to come by the terminal and pick up a receipt of equipment form and the customer must sign off on the form and again be brought back to El Paso operations and not sent with your Trip Envelope. If the customer receives 24/7 we will have the form left for you so that you can pick it up and have and still deliver without having to wait until the following morning.

4. This is why it is imperative that you communicate with El Paso Operation when delivering a load to a customer in El Paso.

- When in El Paso please note we need all drivers to be ready as early as 7AM and as late 11PM for pre-plan and dispatch. If we need you to roll early we will communicate with you the day before, and due to crossing times at the border your load may cross as late as 11PM. This includes El Paso based drivers returning from time off, this means you are ready to roll that day, and not attending appointments, but ready to roll.

- When under a load that is not coming to El Paso and you are in need of stopping in El Paso, for whatever reason (time off, mechanical etc...), first contact your fleet manager so that they can see if they are able to swap you with a load coming to El Paso. If not then your fleet manager will get with us to make arrangements for a t-call in El Paso. Please do not just drop a load here overnight, or call El Paso Operations and tell us you're coming to El Paso and will be dropping a load.

- When time off is due, if you are not domiciled here in El Paso we will do our best to get you towards your home the best we can. We apologize that we do not have freight going directly to your homes, if we do we will gladly put you on that load, if not we will work with your fleet manager, or other terminals to get you home the best we can. El Paso based drivers please note that we will run you until your Remaining Days Out are at 0. For example if you arrive into El Paso 2 days before your time off, we will do everything we can so that you can run those 2 days.

I know this is a bunch of information to process but with the New Year, and increase of freight that we have been experiencing we are trying to get all the information we can to everyone so that operations not only in El Paso but throughout the whole company run smoothly.

In closing I would like to wish everyone and their families a Merry Christmas and Happy New Year, and let's make 2012 the best year DHT has ever seen! -Jim Mendoza

DHT Terminal News continued...

Nogales, AZ & Fontana, CA News



Nogales

Hello to all from the Nogales and Fontana terminals. We hope that everyone had a safe and happy Thanksgiving. It is hard to believe that Christmas is just around the corner. We would like to wish everyone a Merry Christmas, and wish you the best in 2012. May God bless all of you in the upcoming New Year.

October and November were really good months for outbound out of Nogales and California. It looks like December will be the same so please take advantage of the miles before the Christmas holidays. I would like to remind everyone to please make sure that when hooking up to a load you always check that your trailer has a seal. Also double check to see if the seal matches the paper work. If for any reason it does not please let us know ASAP. Do not take off with the load until you have made someone aware of the issue. If it is late and no one is in the office, please make sure you notify someone in night dispatch.

In closing, I want to thank all of you for what you do. We truly are blessed to have the best drivers in the trucking industry. Once again may 2012 be a great year for DHT and also to you and your families!



Fontana

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.

Please check your permits often to keep them updated. 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 Terminal with Jean. If you need to drop off TripPaks after 5:00pm, please put them in the mail slot in the back door.

Seals and bill of lading (handtags) are no longer available in the lounge. Annual review paperwork is available and it is located by the door on the wall in the driver's lounge for after hours and you can drop it in the mail slot in the door on the back porch.

You must always complete a handtag for each trip whether or not it's a t-call load and keep a copy of the shipper's bill of lading, even if you have to make a copy. This must be done if t-calling, dropping at a terminal or other locations. If you have any questions or need any supplies left out for you after hours, please call Jean to make arrangements.

When using the showers in the driver's lounge, make sure the curtains are completely closed so you do not leave the bathroom floor flooded with water. Any plumbing problems should be reported. Thanks for all you do to keep the driver's lounge clean. Your thoughtfulness is really appreciated. Please make sure you have pulled the door shut before you leave the terminal. I have had several drivers report that the door is being left wide open after hours. If you have lost your combination to the lounge 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.



Drivers of the Month

Congratulations to the Drivers of the Month for November! Michael Montalvo was Solo of the Month and Darrell and Marjorie McCoy were Team 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.

Stepping Up to the Challenge

By Donald Hopson

Back in July of this year, we learned that Jesus Vidal would need some pretty serious back surgery to repair some damages that had happened through the years. While we know that Jesus didn't plan his surgery to come shortly after we had combined the AZ and CA operations together, it did pose a rather interesting situation for Martin Riesgo, who works in the Nogales office with Jesus.

Another thing that happened to be one of the best things going for us, but in particular for Martin, was the fact that we had recently added Jose "Pepe" Silva as the third person to their staff to help with the additional duties that had been inherited by Jesus and Martin when we combined both of the operations together.

The transition was a major undertaking not only for the fellows there in Nogales, but for others within the inter-departments of DHT. Between Jesus and Martin, they have a combined total of 33 years of experience here at DHT. Sometimes when I'm there working with them, I ask myself if they know or realize how closely and coordinated the teamwork is between them. They are true professionals.

When Jesus underwent surgery, Martin and Pepe started handling everything by themselves. They had already figured out a plan of how to make things the best for customers and drivers as well. Those first few weeks were tough and I could see some of the things that were testing their will. I did what little I could do from El Paso, and that was minimal. As the days progressed, things started to smooth out each day.

Jesus did great through his surgery and was sent home to heal and was looking at another 3 to 4 weeks of doing very little of anything. We all felt relief knowing Jesus had done well and was "on the mend". Because of his loyalty to Martin and DHT, Jesus began trying to do what he could from his bed at home, on his laptop, trying to help the guy he has worked beside for 15 years, and I'm sure it was appreciated and respected.

As I write this testament today to Martin, he doesn't know about it, or that it will be in this newsletter. Most all of you reading the newsletter know Martin and that he is a very dedicated person in everything he does, and he always does his best to help everyone that he can. This writing is to acknowledge the true initiative that Martin put forward in keeping both areas running, (with Pepe's help) communicating with customers as well as drivers and also with Lauro in Sales, not to mention the things I had to ask of him.

Martin, everyone at DHT wants you to know that we all saw you "step up" and do what you had to do to ensure that you and Pepe could keep things running properly and not miss a beat, while your partner was out. We also want you to know that we knew it would be hard and that you would be tested at times, and you most certainly met the challenge. We genuinely thank and commend you for going above and beyond your normal duties, you are certainly a winner! THANK YOU for what you did from everyone at DHT, Martin!



**'Like' Danny Herman
Trucking on Facebook!**



Interstate truck, bus drivers banned from using handheld phones

By [CCJ Staff](#)

Published November 23, 2011



The Federal Motor Carrier Safety Administration and the Pipeline and Hazardous Materials Safety Administration on Wednesday, Nov. 23, issued their long-awaited joint final rule specifically prohibiting interstate commercial truck and bus drivers from using handheld cell phones while operating their vehicles.

Drivers who violate the restriction will face federal civil penalties of up to \$2,750 for each offense and disqualification from operating a commercial motor vehicle for multiple offenses. Additionally, states will suspend a driver's commercial driver's license after two or more serious traffic violations. Commercial truck and bus companies that allow their drivers to use handheld cell phones while driving will face a maximum penalty of \$11,000.

"When drivers of large trucks, buses and hazardous materials take their eyes off the road for even a few seconds, the outcome can be deadly," said U.S. Transportation Secretary Ray LaHood. "I hope that this rule will save lives by helping commercial drivers stay laser-focused on safety at all times while behind the wheel."

The U.S. Department of Transportation estimates that about four million commercial drivers will be affected by the final rule. "It's just too dangerous for drivers to use a handheld cell phone while operating a commercial vehicle," said FMCSA Administrator Anne Ferro. "Drivers must keep their eyes on the road, hands on the wheel and head in the game when operating on our roads. Lives are at stake."

FMCSA said that while driver distraction studies have produced mixed results, its own research has shown that using a handheld cell phone while driving requires a commercial driver to take several steps beyond what is required for using a hands-free mobile phone, including searching and reaching for the phone. Commercial drivers reaching for an object, such as a cell phone, are three times more likely to be involved in a crash or other safety-critical event, according to FMCSA, and dialing a hand-held cell phone makes it six times more likely that commercial drivers will be involved in a crash or other safety-critical event.

In September 2010, FMCSA issued a regulation banning text messaging while operating a commercial truck or bus, and PHMSA followed with a companion regulation in February 2011, banning texting by intrastate hazardous materials drivers. "Needless injuries and deaths happen when people are distracted behind the wheel," said PHMSA Administrator Cynthia Quarterman. "Our final rule would improve safety and reduce risks of hazmat in transportation."

To view the final rule, go to www.regulations.gov; the docket numbers are FMCSA-2010-0096 and PHMSA-2010-0227.

Adverse Weather Driving Conditions

Summer has past and we now find ourselves in the winter months and upcoming holiday season. It is important to remember that with this time of year we experience unpredictable weather and increased traffic due to the holiday travelers. With gas prices falling we may see an increase in travelers on their way to other family members, parties and friends. We will also see an increase in “Drunk Drivers” during the holidays.

What does all of this mean to you? As a professional driver it is your responsibility to keep yourself fit and focused on your safety and the safety of others you share the road with. We want you and the folks you share the road with to get home safely. To help with this, below you will find some tips on “Adverse Weather Driving” by keeping this awareness in mind it will help you prepare for the trip ahead.

Adverse Weather – Recognize the hazards before they happen.

Be aware of changing weather.

We looked at the coming of the winter driving season and the things we could do to prepare for it. Well, now the season is upon us and it’s a good idea to review some of the topics.

Perhaps the biggest issue is that in any part of the country winter weather can change very quickly. In the summer, a passing cold front can bring some showers or thunderstorms, but those pass relatively quickly. A winter front can bring with it snow and winds that can paralyze entire regions of the country for days. Drops in temperatures can change rain to sleet and wet roads to black ice in a matter of hours. In order to keep up with changing weather and road conditions, here are some suggestions:

- When you’re at home or at a terminal, keep your eye on a local television station or watch the Weather Channel to keep track of the latest weather.
- Most states have set up toll-free phone lines that you can call in order to obtain current road and weather advisories along major routes in the state. Keeping track of these reports can save time, money and lives.
- When you’re on the road, keep your radio tuned to a local station to hear the latest updates on travel conditions. You may even keep a weather radio in your truck.
- By checking in at truck stops and rest areas, you can usually get good information on the road ahead. Remember to stay in close communication with dispatch so that they know where you are, that you’re alright, and when you’ll get to your next stop.

Watch out for black ice.

Any time we try to drive on ice we are asking for trouble. While we can get some traction in snow, ice affords little to hold our trucks on the road. Any application of brakes or steering can send our rigs into skids and jackknives. Any time we find ourselves on ice, we’d better think about shutting down since trying to continue is really taking a chance. Remember, once you start to slide, you can’t do much to determine where you’ll end up. It could be in a ditch, or in the back of someone else’s car.

We can see the snow and ice that accumulates on the highways in a storm and can adjust our speed accordingly. But perhaps the most dangerous weather conditions we ever encounter are those that lead to the formation of black ice.

Hard-packed snow that has started to melt and then refrozen is easier to see than black ice, and we pretty much know it’s around. Black ice, on the other hand, can show up when we’re really not expecting it. But we should learn the kinds of conditions that lead to its formation and then anticipate it. Here’s how:

- Any time roads are wet and the temperature is at or near freezing, anticipates the black ice will be forming.
- While local radio can tell you the temperatures “downtown” or “at the airport,” remember that they could be several degrees cooler in outlying areas. Be cautious and expect that if the temperature in town is 34 degrees, it’s already below freezing where you are.
- We’ve all heard that bridges and overpasses get icy more quickly than other parts of the roadway since the cold air can circulate both above and below the road surface. But be careful in areas where the wind is strong or where it funnels through an area like an underpass. The moving air can create a cooling effect that we don’t always anticipate.
- In hilly areas remember that cold air settles and it may be several degrees colder in valleys.
- One way to check for the formation of ice is to reach out and run your hand along the front side of your mirror. If

o you feel ice there, you'll probably find ice on the roads as well.

Another thing to look for is spray coming from the tires of other vehicles. If roads are wet, the tires will kick up a certain amount of spray. If the road appears to be wet, but there's no spray – you're on ice.

Make sure your truck and winter equipment are in good condition.

Do a good overall maintenance check of the equipment. This should include the cooling (and heating) system, the alternator, batteries and electrical system, the fuel system, and especially brakes and tires.

Make sure all your lights are working and keep them clean.

Be sure your windshield wipers are in good condition and that you have plenty of washer fluid at all times.

Keep all air tanks bled and clear of water.

If you'll be running up North, especially if you're driving up from the southern states, make sure you use quality fuel with the right blends and additives to prevent gelling and other cold weather headaches. Pack along any extra filters or additives you might need. Even in the South, be prepared for sudden drops in temperature.

If you need to carry chains or other traction devices, make sure they are in good repair and are ready for use.

Make sure they are easily accessible and that you know how to put them on quickly and securely.

Always have a shovel with you, along with a set of heavy duty jumper cables.

Be sure to check your emergency triangles to make sure they're available and in good condition.

If you have an auxiliary power source or engine block heater, make sure it's in good working order.

If you've neglected any of these things, now would be a good time to catch up. Don't wait until something bad happens to realize you should have been a little more careful in preparing for winter.

Adjust your space cushion based on weather conditions.

Because adverse weather and road conditions affect our ability to maneuver or stop our trucks, we have to leave more room around us in case there's an emergency. Sounds simple, but look around at traffic the next time you're in bad weather. There are still people – cars and trucks – driving around like they thought it was the middle of summer. Even in terrible conditions, folks may slow down, but they don't often allow more room between them and the car in front. What part of "it's slippery and you can't stop" don't they understand?

The general rule is to leave a space between you and the vehicle you're following that equals one second for every ten feet of your vehicle's length if you're traveling under 40 MPH. If you're traveling faster than 40 MPH you should add one second. And you should add one second if it's raining, two seconds if it's snowing and a whole lot more if you're on ice. Remember, ice affords almost no traction and even with chains, you're probably wise to just get off the road and wait for a sand truck.

In slippery conditions, try not to drive alongside other vehicles to the extent you can avoid it. They may not be as experienced in these conditions as you are and may make a mistake that could involve you in a collision.

As far as speed is concerned, it's generally advised that you decrease your speed by 25% in rain and by as much as 75% in snow or ice. Depending on the roads and the weather, any speed may be too fast for conditions.

★ So how do you decide when it's safe to drive and when to get off the road? There's no one who can answer that except you. You're the one who knows the condition of the roads where you are. You're the one who knows the condition of your equipment and the weight and distribution of the load you're hauling. You're the one who knows whether you feel safe driving under the conditions. So, you're the only one who can answer that question. And as a professional driver, the company, the customer and the rest of the motoring public expects you to make the right decision based on your knowledge and experience. If there's some doubt as to whether you should continue, you should probably stop at the nearest safe place. Remember what we said earlier, it's better to arrive late than not to arrive at all.

Be sure to pick up 'The Driver' CD at the closest terminal!

DHT Anniversaries

November

Name	Hire Date
Jorge De La Cruz	11/01/1983
Sandra Morefield	11/05/2001
Sherry Shull	11/08/2002
Robert Robbins	11/04/2003
George Tamayo	11/04/2003
Vicki Fifield	11/17/2003
David Hoagland	11/18/2003
Jose Araujo Hernandez	11/04/2006
Donnie Vaughn	11/06/2007
Terri Severson	11/14/2008
Alan Vanduyne	11/14/2008
Vernon Coble	11/18/2008
Robert Varner	11/18/2008
Victor Villanueva	11/03/2010
Victor Jose Villanueva	11/03/2010
Randy Martin	11/04/2010
Maurita Riznyk	11/04/2010
Jonathan Rupard	11/08/2010
Rafael Romero	11/15/2010
Raul Beltran	11/24/2010
Donald Hawbaker	11/24/2010
Hector Felix	11/29/2010

December

Name	Hire Date
Betty Jean Warren	12/16/1987
Doug Freshour	12/28/2004
Raymundo Chavez	12/06/2006
Antonio Santos	12/06/2006
William Watts	12/07/2006
Geronimo Belmontes	12/15/2006
James Griffith	12/03/2007
Alfredo Montoya	12/06/2010
Victor Anchondo	12/09/2010
Ray Higgins	12/29/2010



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!



ANNUAL DRIVER MEETING IN EL PASO JANUARY 3-6, 2012

TUESDAY'S SESSION!
Meet Dan Baker
The man on the people's side
of the trucking industry
Reserve Your Seat Now!



DATE: Tuesday, January 3 Beginning at 9 A.M.

MEETING LOCATION: Region 19 Building, 6611 Boeing Dr.

SPECIAL GUEST: DAN BAKER

Call Jim or Gracie in the El Paso Terminal

DATE: Wednesday, Jan 4—Friday, Jan 6 Beginning at 10 A.M.

MEETING LOCATION: El Paso Terminal

Presenters: Joe Herman - President, Daniel Cook - Maintenance, Steve Frantz - Safety, Melanie Shepherd - HR & Security

Call Jim or Gracie in the El Paso Terminal to let them know what day you plan on attending so we can plan on food for the day as soon as possible.

We will be covering many areas, providing information you need. These meetings are mandatory for all drivers that run out of the El Paso terminal. All drivers passing through El Paso during these times are strongly encouraged to stop and attend a meeting if your time allows. If you have any questions, please call Jim, Gracie, or Melanie (MTCY) for more information.

There will be contests and several daily door prizes!

**Happy
Holidays!**

