



January 2024 Memo

ATTN: Drivers & O/O

As we head into the new year, I wanted to reach out and thank you all for your hard work this past quarter. It was the slowest winter lead up we have seen in a few years and we appreciate your patience and determination. That being said, we are not out of the woods yet. Although we have typically seen an increase in workflow in January over the past few years, this next quarter is supposed to have rougher weather. We are also going into a Presidential election year. Most of you have not been with us when there has been an election like this so please, take what I am about to say and apply it to your work.

With the possibility of a recession on the way, I HIGHLY recommend you put up at least 10% of whatever you take home each week and save that money. Use it for the weeks we are extremely slow or when you want to take time off. Election years are tense because developers are waiting to see who will enter office and what policy changes will be made. I don't say this to upset or worry you all, but to just give you advice since I have seen this happen many times now. Election years are either slow and rocky or hot heavy and money making. We really won't know for sure until we get closer to Spring.

Starting next week, we will be making a change to the way we dispatch you daily. Over the last year, there have been issues getting pickups on time and delivering on time. This has impacted our reputation as a carrier with our customers and, if it continues, can lose us loads and preferability. So, moving forward, Dillon will only send you your first load for the following day. It is up to you to deliver that load ASAP and let Dillon know when you are empty. When you tell him you are empty, he will send you the next load's information. Loads will be given in order of importance or by your choice, depending on what is available.

As a reminder, maintenance reports are due monthly and are submitted through the website and they need to be detailed. Although annoying, they are required by DOT to be on file. If you don't submit your report by the deadline, you will not be dispatched until you do.

December maintenance Reports are due Friday of next week. (Jan 5th 2024)

Please keep in mind the new rules with tarped loads. As we move into January and February, tarping will become more common. To protect the company and yourself, follow the rules from the previous memo.

Over the next month, we will be closed on Monday Jan 1st for the New Year.

New IFTA stickers will be in the yard Mailbox Next Friday. It will be in the envelope with your name.

Please be safe as the weather changes. Allow for more time to get from A to B and **PAY ATTENTION TO THE WEATHER.**

Thank you all again for your hard work. Have a safe and Happy New Year and get excited for the new one!

Sincerely,

Kalee Edwards