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Volume 11, Issue 1

TRUCKING JOB DIRECTORY Page 39

Things Not Often Taught To New Drivers: Part 3

Page 30



ALSO INSIDE:

**FUEL
MILEAGE
TIPS** PAGE 8

THE INSURANCE ZONE:
**WHAT IS THE TRUE
VALUE OF EXPEDITE
INSURANCE** PAGE 18

LOAD ONE Q&A
PAGE 6

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INSIDE ISSUE 11.1



COVER STORY

Question & Answer with
 Load One President,
 John Elliott

ExpediteNow took the opportunity to sit down with Load One President, John Elliott, to ask what it takes to make a successful expedite business.

8 FEATURE
 Fuel Mileage Tips

18 THE INSURANCE ZONE
 What is the True Value of Your Expedite Insurance?

30 FEATURE
 Things Not Often Taught to New Drivers: Part 3

38 CLASSIFIEDS
 Jobs, Drivers, Trucks, and More!

39 TRUCKING JOBS DIRECTORY
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Our editorial policy encompasses informing drivers, fleet managers and carriers of the news and information about the expedited trucking community.

News and feature articles are compiled to keep owner operators and drivers apprised of industry trends and events, and other issues which impact those who move this industry.

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Lawrence McCord, Publisher, ExpediteNow



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Question And Answer With

John K. Elliott II
President & CEO

Q. Tell us a little bit about yourself.

A. At 44, I am probably one of the luckiest men out there. I have been married to my wonderful wife for over 18 years and have a beautiful 13 year old daughter. I am privileged to lead what I feel is the best company in the business, with drivers, owner operators, staff and executive team that are second to none.

Q. Give us a little history about Load One.

A. I formed Load One almost 11 years ago. We started off as a regional truckload carrier and brokerage. Over the years we have continually evolved, starting new divisions such as expedite, air charter and full service 3PL offerings.

Q. What industry organizations is Load One affiliated with?

A. We are proud to be an Elite TEANA member, Truckload Carriers Association, Air Expedite Motor Carriers Association, TIA, Michigan Trucking Association, Smartway and quite a few more.

Q. Load One appears to have several transportation offerings. Please tell us about that.

A. Today, ground expedite makes up our largest component. Our truckload offerings are strong with a large regional fleet and dedicated fleet. We also operate one of the largest specialized curtainside flatbed fleets in the Midwest. Round that out with air charter, airfreight, 3PL and full service logistics and its easy to see why we are truly a full-service provider.

Q. With your diverse fleet, what kind of drivers and equipment is Load One wanting to partner with?

A. We are always looking for top-notch straight truck owner operators. We do run sprinters, but honestly we have maintained a 6 to 12 month waiting list for the last few years. We need truckload owner operators and company drivers based out of SE Michigan to pull dry vans and curtainside flatbeds as well.

Q. Driver retention means everything today. What kind of driver retention programs does Load One have to offer?

A. We introduced and offer the best driver rewards program in our industry. Our drivers see real rewards for doing things a good driver already does. The program is geared to reward our drivers for great work. So many programs we have seen are designed to pay for themselves through coerced operational gains. Ours is completely the opposite and looks for ROI based on retention. We already had one of the lowest turnover rates in our industry but our rewards program made it even better! We also offer a number of programs to help our people succeed. High compensation and a true commitment to their success is always the best retention tool.

Q. Why do owner operators and drivers want to be part of Load One?

A. I think it has a lot to do with our staff and our fleet. They genuinely care about each other and that gives us a sense of family you don't normally see it companies nowadays. Companies our size generally have a pretty large recruiting staff. We don't. Our fleet and their success is our best recruiting and retention tool. Most owner operators signing on with us did so after talking to our drivers and sharing their experiences with Load One versus other carriers.

Q. Can you recall any recent situations where a Load One driver "saved the day" for your customer?

A. I could name hundreds. It is really what we do. It is great to get far more compliments from customers than we ever get complaints. It makes the whole operations and sales experience so much better. Our drivers go above and beyond for our customers as they genuinely realize it is a team effort for the benefit of their businesses.

Q. If you had a crystal ball - what kind of freight year can the industry expect for 2014?

A. I would have to say the crystal ball has been a bit foggy the last few years. So many economic cycles and political events have made it hard to predict. But I do think 2014 will be an improved year over 2013. We continue to invest and build out our national sales team to make sure that our fleet is better protected.

Q. What's next for Load One?

A. We are always evolving and growing. We are looking to break ground in 2014 on a new headquarters facility. We are planning on opening up new markets and to continue the steady growth of our asset divisions.

Q. Anything else you'd like our readers to know?

A. I think we are a great choice for an owner operator that wants to work hard to succeed. We offer the advantages of being a big carrier, but being privately held we haven't lost that connection to our fleet. Myself and our management are truly available to our fleet. I personally talk with our drivers and owner operators every day. It helps us to keep our pulse on what is going on, and helps to guide us in running the company. We worry about our fleet and our people, not stock prices or quarterly reports. **EN**

At Load One we strive every day to deliver for our owner operators and our employees. It is this commitment to operating a professional, safe and caring company that has been the key to our success. We have one of the finest and experienced operations and sales staffs in the industry.

Call us today at 888.824.4954 or visit us online at load1.com.

Fuel Mileage Tips by Linda Caffee, Contributing Writer



Questions often arise about our fuel mileage, so we composed a list of things we have done (or plan to do) to increase our fuel mileage.

First is Driver Behavior:

- Check fuel mileage with the odometer EVERY time you fill up and understand any change in usage. This also challenges us to do better.
- Use a truck friendly GPS to assist in finding addresses
- Use PrePass and tolling pass to avoid stopping at toll booths and many scales.
- Find the sweet spot of your truck; ours is 58 MPH to obtain the best fuel mileage.
- Use the accelerator and brake pedal as though you have a raw egg between their feet and the throttle. Easy acceleration and planned braking are fuel saving practices.
- Do not race to traffic lights; it takes

- fuel to get a stopped truck rolling once again.
- Plan ahead for your fuel or rest stops. When we are stopped at the top of a hill or grade, it will take less fuel to get going after fueling or rest break.
- Take cruise control off when in rolling hills - let the truck drift up to the speed limit when going down the hill and then use that momentum to get back up the next hill

Truck Modifications:

- We drive an aerodynamic truck, Freightliner Cascadia with an aerodynamic sleeper, with many fuel saving features.
- We have removed our hood mirrors to reduce wind resistance.
- We have belly boxes and skirts to

CONTINUED ON PAGE 14

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FUEL MILEAGE

CONTINUED FROM PAGE 8

Miles Driven per year	MPG	Price Per Gallon of Fuel * PPG	Yearly cost of fuel	C-D Straight Trucks FSC *	CPM Fuel	CPM Fuel - less FSC	Fuel Costs less FSC for year
140,000	6	\$3.86	\$90,066.67	0.294	0.64	0.35	48,906.67
	7	\$3.86	\$77,200.00	0.294	0.55	0.26	36,040.00
	8	\$3.86	\$67,550.00	0.294	0.48	0.19	26,390.00
	9	\$3.86	\$60,044.44	0.294	0.43	0.13	18,884.44
	10	\$3.86	\$54,040.00	0.294	0.39	\$0.09	12,880.00
	11	\$3.86	\$49,127.27	0.294	0.35	\$0.06	7,967.27
	12	\$3.86	\$45,033.33	0.294	0.32	\$0.03	3,873.33

* = Price per fuel and FSC 11/9/13

keep wind out from under truck.

- We use a Trailer Tail that creates a vortex that reduces drag.
- We use Wheel covers to reduce drag.
- We use Michelin Wide Base Single low rolling resistant tires. XDA energy 445 50 R 22.5.
- We use Michelin low rolling steer tires XDA Energy 275 80 R 22.5
- We have aerodynamic flow through mud flaps or you can trim mud flaps to measure same width as tires to reduce drag.
- We use a Tire Pressure Monitoring System to ensure consistent pressure. This saves fuel and tire wear.
- Synthetic Oil with an oil bypass filter for minimizing friction and the oil bypass filter extends oil drain intervals.
- Use of Synthetic lubes in all the gearboxes for minimizing friction and to extend these drain intervals.
- Chose a lower horsepower and torque engine for better fuel economy.
- We chose an automated manual transmission to improve fuel economy.

When we promote fuel savings, we use the following table to demonstrate the considerable savings by conserving fuel; notice how improving MPG from 7 to 8 will save over \$10,000 per year.

- The license plate was moved out of the airflow
- The antennas were moved off of the side of cab and mirrors and put them behind the cab.
- Have removable HAZMAT placards to keep the side of box smooth
- Always shut off the truck when stopped and use an energy conserving generator/APU instead of idling.
- Do not use bug deflectors and we recommend, if possible, that sun visors be removed. Our sun visor cannot be removed as it hides the seam of where the sleeper was married up to the day cab.

Our next addition to our truck is a solar panel from enowenergy.com. EN Bob & Linda Caffee, TeamCaffee Saint Louis MO Expeditors 8 years been out here on the road 13 years. linda.caffee8@gmail.com

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INSURANCE
ZONE

by Shelly Benisch, C.I.C.

What is the True Value of your Expedite Insurance

Is your Truck Insurance something you feel like you buy just because you have to?

Unless we've been in a major accident it's hard to imagine how that annoying premium we pay can be the difference between maintaining a steady income and utter chaos in our lives. What should that premium buy you? How do you know the true VALUE of your Expedite Insurance?

Is your Agent prepared to step in as your advocate to fight for your rights? Does your Agent keep up with changing trucking laws and insurance forms so that they're knowledgeable enough to know how to fight for your rights?

Is the service you're receiving now indicative of how much your Agent values YOU? If you've developed a relationship with the people at your insurance agency, it's likely you can count on them when it comes down to the help you may need in a messy claim.

The number one value of the premium you pay for your Expedite Insurance should be your "peace of mind." Take the time now, before a major accident, to develop that relationship. **EN**

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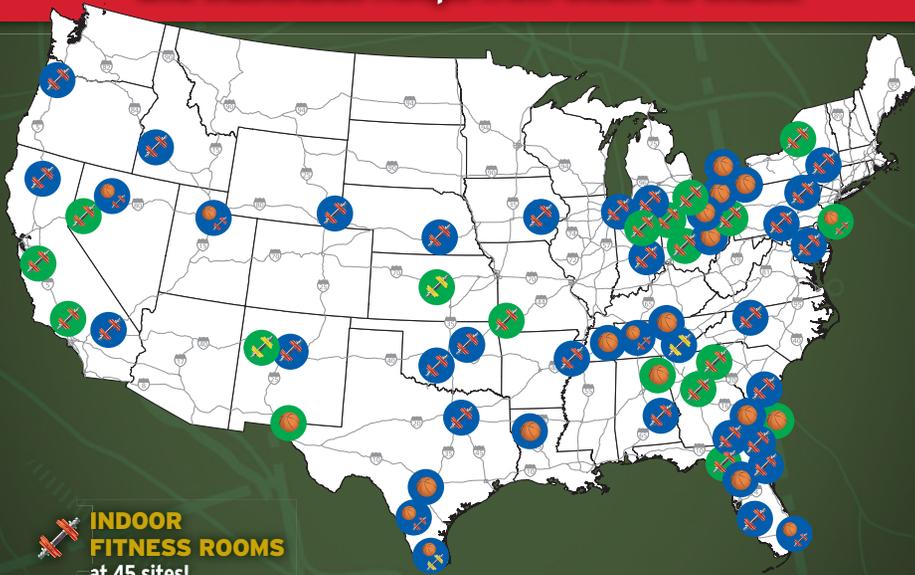
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Things Not Often Taught to New Drivers: Part 3

by Sandy Long, Staff Writer



Understanding rules and regulations can be like tap dancing in a minefield if one has not done their homework by reading the little green book that should have been issued you when you went to work for your company. If you do not have one, then purchase one at the truck stop. The little green book is filled with the regulations governing us and while the major ones might have been addressed in orientation or school, the book is filled with little known regulations that can get you in trouble. Ignorance of a trucking regulation will not save you if you are inspected by law enforcement.

Once we start driving professionally, technically, from that point forward, every minute of every day is recorded, or should be until we retire. A DOT consultant once said that a driver's lifetime of log sheets should be able to be placed end to end and show a continuous record of a driver's history. This is why even our days off have to be recorded back 8 days at least, to account for our hours and gain a full 70 if not restarting; some companies will require all time off to be logged.

The hours of service rules were initially started back in the 1940's to keep

companies from working a driver all day on the dock and then expecting the driver to drive all night. This concept is still within the HOS regs in that when we are working, not driving; it counts against our 14-hour day. In addition, any work we do on the truck, for instance an owner operator changing the oil or a driver cleaning the truck, during our off time, is to be logged on the bottom line;

§ 395.2 on duty not driving
Performing any other work in the capacity, employ, or service of, a motor carrier.

CONTINUED ON PAGE 32 
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One of the best arguments to win with another driver is when they say they log 100% legal. The regulation is that every change of duty status must be logged. However, it is a common thought that nothing less than 15 minutes has to be logged. Found in the FMCSA guidance answers about the rules, one must log changes of duty status less than 15 minutes.

§ 395.8 Driver's record of duty status.

Question 1:

How should a change of duty status for a short period of time be shown on the driver's record of duty status? **Guidance:** Short periods of time (less than 15 minutes) may be identified by drawing a line from the appropriate on-duty (not driving) or driving line to the remarks section and entering the amount of time, such as "6 minutes," and the geographic location of the duty status change.

Another misconception on the regulations is one that catches many drivers, that of having alcoholic beverages in the truck itself. Many drivers, unaware of the regulations concerning alcohol, think that they may carry personal beer, wine or alcohol for their own use or to take home. With one exception, the only alcohol-based beverage allowed must be on the bill of lading or manifest.

§ 392.5 Alcohol prohibition.

No Driver Shall: (3) Be on duty or operate a commercial motor vehicle

while the driver possesses wine of not less than one-half of one per centum of alcohol by volume, beer as defined in 26 U.S.C. 5052(a), of the Internal Revenue Code of 1954, and distilled spirits as defined in section 5002(a)(8), of such Code. However, this does not apply to possession of wine, beer, or distilled spirits which are: (i) Manifested and transported as part of a shipment... However, in the guidance for the above regulation, there is an exception for when using a CMV for personal use.

Question 3: Does the prohibition against carrying alcoholic beverages in §392.5 apply to a driver who uses a company vehicle, for personal reasons, while off-duty?

Guidance: No. For example, an owner-operator using his/her own vehicle in an off-duty status, or a driver using a company truck or tractor for transportation to a motel, restaurant, or home, would normally be outside the scope of this section.

Along with the HOS regulations being initially to protect the driver, there are some other regulations that do so also. If you are feeling too ill or fatigued to drive safely, § 392.3 is there so your company cannot force you to go on.

§ 392.3: No driver shall operate a commercial motor vehicle, and a motor carrier shall not require or permit a driver to operate a commercial motor vehicle, while

CONTINUED ON PAGE 34 
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the driver's ability or alertness is so impaired, or so likely to become impaired, through fatigue, illness, or any other cause, as to make it unsafe for him/her to begin or continue to operate the commercial motor vehicle.

Most of us have hit adverse conditions where it is unsafe to continue driving, many of us, at one time or another, has had our company try to push us to go before it is safe to do so. Recognizing this problem, there is this regulation:

§ 392.14 Hazardous conditions; extreme caution.

Extreme caution in the operation of a commercial motor vehicle shall be exercised when hazardous conditions, such as those caused by snow, ice, sleet, fog, mist, rain, dust, or smoke, adversely affect visibility or traction. Speed shall be reduced when such conditions exist. If conditions become sufficiently dangerous, the operation of the commercial motor vehicle shall be discontinued and shall not be resumed until the commercial motor vehicle can be safely operated.

But who decides whether it is safe to go or not? FMCSA answers that question.

Question 2: Who makes the determination, the driver or carrier, that conditions are sufficiently dangerous to warrant discontinuing the operation of a Commercial

Motor Vehicle (CMV)?

Guidance: Under this section, the driver is clearly responsible for the safe operation of the vehicle and the decision to cease operation because of hazardous conditions.

One issue is hotly debated, that if whether a DOT officer can inspect the inside of the truck without a warrant. Yes, they can, there are a couple of regulations that can be interpreted to allow it.

§ 396.9 Inspection of motor vehicles and intermodal equipment in operation. (a) Personnel authorized to perform inspections. Every special agent of the FMCSA (as defined in appendix B to this subchapter) is authorized to enter upon and perform inspections of a motor carrier's vehicles in operation and intermodal equipment in operation.

§ 393.76 Sleeper berths There are various regulations within this number, size of sleeper, restraints, ventilation, type of mattress size etc.

§ 393.84 Floors. The flooring in all motor vehicles shall be substantially constructed, free of unnecessary holes and openings, and shall be maintained so as to minimize the entrance of fumes, exhaust gases, or fire.

Note: While the above regulations do allow an officer to look into the sleeper or

CONTINUED ON PAGE 36

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CONTINUED FROM PAGE 34

the cab, it does not allow them to search through the cabinets or the rest of your stuff; however, they may do so in most states with probable cause. Do not do anything to give them probable cause.

There are hundreds of little known regulations in the little green book, it is not easily navigated nor is the FMCSA website. This is why one should start at the beginning of the green book and read it highlighting the regulations that concern you and your operation. If you have questions about a regulation, either talk to your safety director or go to FMCSA's website to see if there is an interpretation or guidance for that regulation; using the regulation number, find that page and see if there is interpretation for it, there will be a YES on the right hand side. If you

cannot find an explanation or still have questions, you can write the FMCSA and ask them directly. Their address is:

Federal Motor Carrier Safety Administration
1200 New Jersey Avenue, SE
Suite W60-300,
Washington, DC 20590

One thing NOT to do is to ask other drivers to explain a regulation unless you know they have the correct answer. Someone not in the know may tell you it is ok to use one of those thin, less than four-inch thick foam mattresses, when the regulations require foam mattresses to be at least four inches thick.

§ 393.76 Sleeper berths. **EN**

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