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Trucking Jobs!
Great trucking companies
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Industry News
News and information
that's relevant to your life
on the road!

EXPEDITE NOW MAGAZINE

Volume 16
Issue 3

WHEN TO REPLACE YOUR EXPEDITER TRUCK

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expedite
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**PLANNING
GUIDE** READ ON
PAGE 14

Q&A

The Ladies of All-State Express discuss
what it means to be part of the All-State
family. **READ ON PAGE 6**



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ALL-STATE Q&A

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Looking for a truck, van, or driving partner? Check out our classifieds!

39 Trucking Jobs!
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Industry



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Expedite Now is written for professional owner operators and drivers working in the expedited trucking industry.

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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KATHY, NAKKIA, AND TALA... THANKS SO MUCH FOR TAKING TIME TO TALK WITH US! FIRST THINGS, FIRST, WHICH OF THE THREE OF YOU HAS THE BEST SENSE OF HUMOR?

We are all equally hilarious, in our humble opinion! And we are all 3 VERY sarcastic!

CAN YOU TELL US A LITTLE BIT ABOUT YOURSELVES AND HOW LONG YOU HAVE BEEN WITH ALL STATE?

Nakkia: I've been with All State for a year and seven months, I am a mother of my eight year old daughter, I love to read, enjoy the outdoors, and spending time with family and friends.

CONTINUED ON PAGE 8

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Kathy: I have been at All State since July. I had been a stay at home mom for 14 years until then, but prior to that I was a Kindergarten teacher! I have been married for 16 years and have 3 awesome kids!

Tala has been at All State as a recruiter since July, but also did an internship here in Operations in the summer of 2017. She graduated from college last spring and recently got married! She is on her honeymoon as we're doing this interview so Nakkia and Kathy are answering for her! She and her husband have a sweet puppy!

ALL-STATE EXPRESS IS ONE OF THE STRONGEST COMPANIES IN OUR INDUSTRY TODAY. WHAT ARE SOME THINGS YOU FEEL HAVE HELPED ESTABLISH ALL-STATE AS SUCH A STRONG CARRIER?

I think consistently finding what isn't working for us, and trying our best to make a change to fix it as soon as we can. We do a lot of analysis internally and with our potential recruits AND existing drivers to see which practices are successful and which need adjusting! Basically listening to the feedback that we get and really considering what changes we can make to smooth out our processes for everyone!

WHAT ARE SOME THINGS ON THE HORIZON FOR ALL-STATE THAT SOME PEOPLE MIGHT NOT KNOW ABOUT YET?

We are exploring the option of adding some company drivers to our fleet. We

are excited about this possibility because it opens up a whole new demographic of drivers for us!

WHAT DO Y'ALL FEEL IS THE BIGGEST STRUGGLE FOR DRIVERS IN OUR INDUSTRY AND HOW DO YOU FEEL ALL-STATE WORKS TO ADDRESS THOSE STRUGGLES?

I think the biggest struggle is many drivers hate being away from home but still love the OTR aspect and its' financial rewards. We at All State Express take great pride in our "no forced dispatch" policy, that allows our owner operators to be flexible with their routes and schedules. We are a family owned company and we certainly appreciate the fact that our drivers need to have that home time with their loved ones to rest and recharge!

AS DRIVER RECRUITERS, WHAT IS ONE OF THE MOST REWARDING PARTS OF YOUR PROFESSION?

Having drivers call us after a few weeks on the road and tell us how happy they are with their decision! We all consider ourselves to be a very driver-centered recruiting team. We don't just try to bring in volume, we try to search out drivers that will be a great fit with our philosophy and our procedures. Our team strives for excellence and we want to seek out drivers who do the same! One of the most rewarding parts of recruiting is hiring a driver who turns out to be very successful with our company. I love to see drivers happy with the decision of choosing us! **EN**

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EXPEDITE EXPO 2019

Planning Guide

By Sean M. Lyden, Staff Writer

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INDUSTRY

"At the Expo, you'll gain access to valuable education and networking opportunities - all with free registration."

Whether you're a driver, owner-operator, or fleet owner, you're looking for new ideas and relationships that can help you stack the odds of success in your favor.

And that's precisely what you'll find at Expedite Expo. The Expo is the place where attendees across North America come to learn about the newest trucks, career and business opportunities, and products geared specifically to drivers, owner-operators, and fleet owners in expedited trucking.

Launched in 2001, Expedite Expo is the only trade show in the world geared exclusively to the expediting trucking industry; Expediter Services is once again

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expo19

our title sponsor of the event. We are excited to move the show to the Allen County War Memorial Coliseum in Fort Wayne, IN. The Expo will be held July 19 & 20.

At the Expo, you'll gain access to valuable education and networking opportunities—all with free registration. So, here are some of the highlights to consider as you plan your Expo itinerary.



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EXPEDITERSONLINE (EO) UNIVERSITY EDUCATIONAL SESSIONS, SPONSORED BY FEDEX CUSTOM CRITICAL

Friday, July 19, 8:00 am to 11:00 am;

Saturday, July 20, 8:00 am to 11:00 am

If you have questions about how to succeed in expedited trucking, chances are you'll find the answers at the Expo. Choose from 13 workshops at EO University taught by industry veterans and experts to get answers to questions like:

Q&A with successful expedite drivers

- Getting the most out of your business
- Fuel efficiency & technology adoption
- Practical solutions to improve your business
- Expedite your claims – handling accidents with the end in mind
- Work with your truck not against it
- What you should know about truck financing

The idea behind the EO University workshops is to enable you to increase your odds of success in this business by tapping into the knowledge and experience of those who have gone before you.

Two great sessions for all:

- Stay Metrics case study on partnering with Load One
- Friday, July 19, 10:00 am
- Industry Outlook: The State of Expedited Trucking—and What the Future Holds
- Saturday, July 20, 10:00 am

What are the key trends to watch in expedited trucking that could impact your business over the next few years? What direction is the expedite market, as a whole, heading? Will it grow, hold steady, or hit economic headwinds? How can you best prepare to capitalize on the opportunities and navigate around the challenges that lie ahead?

Moderator Sean Lyden with ExpeditersOnline.com will ask industry experts to peer into their crystal ball and share what they see.

This will be an engaging roundtable discussion for all stakeholders in the expedited trucking industry—including fleet owners, owner-operators, carriers, and drivers—giving you greater insights into the road ahead to help you make smarter business decisions.

NETWORKING SESSIONS

Friday, July 20, 1:30pm to 2:15pm;

**Saturday, July 21, 1:30pm to 2:15pm
on the show floor**

Besides informal networking at the various events at the Expo, you can also attend on-site for more structured networking "roundtables," where you sit with your peers and discuss topics that will help you to be more successful in your business.

You'll have an opportunity to make lasting connections with people who speak your language and share your day-to-day challenges. Compare notes, exchange ideas and build relationships that could become valuable to you for years to come.

CONTINUED ON PAGE 22



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CASINO NIGHT: SPONSORED BY TEAM RUN SMART

Friday, July 20, 7:00 pm to 10:00 pm

This event is guaranteed to give you a real casino experience with Blackjack, Roulette, Craps, and Texas Hold'em. There's no cost to play, but you have the chance to win from among the thousands of dollars of prizes that will be given out that evening.

"EXPEDITER OF THE YEAR" ANNOUNCEMENT

Saturday, July 21, at 2:30 pm

The purpose of the Expediter of the Year award is to draw attention to those current expedite drivers on the road today who are hardworking professionals who give back to their community. Nominations will be taken until May 15.

Complete details can be found at ExpediteExpo.com.

CASH GIVEAWAYS WITH BALLOT FOR DRIVERS' CHOICE AWARD

Friday and Saturday, July 19-20, 2:30 pm each day

The 2019 Expedite Drivers' Choice Award will recognize the dealer whose truck or cargo van receives the most votes. So, vote for your favorite dealer's truck. And your ballot is also your chance to win a \$500 cash prize, with giveaways scheduled for both Friday and Saturday afternoon.

The contest period will be from 11:00am to 2pm on Friday, July 20, and 11:00 am to 2 pm Saturday, July 21.

The Drivers' Choice Award will be presented at 2:30pm Saturday, July 21, at the close of the Expo.

DRIVERS' WHOLE HOG ROAST

Saturday, July 21, 3:30 pm

Another great FREE BBQ will be held this year in the parking lot. All proceeds from the BBQ will go to the St Christopher Fund. Sponsors are ExpediteOnline.com and TA/Petro.

Check out ExpediteExpo.com for complete details on the show, hotel reservations, registration and parking details. **EN**

We look forward to seeing you there!

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JUST A FEW OF EXPEDITING'S TOP COMPANIES
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THREE BOOKS TO BOOST YOUR Success in Expediting

By Sean M. Lyden, Staff Writer



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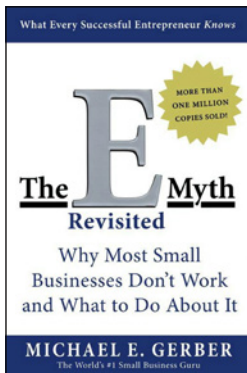
FEATURE

"So, which audiobooks can help you change the trajectory of your business and your life? Here are three to check out."

As

an expedite owner-operator or fleet owner, you may not have a lot of time to read books. But you can always find time to listen to good books—while you're driving, working out, cleaning your truck, or performing other tasks—to expand your knowledge, learn new skills, and become a more profitable expeditor.

So, which audiobooks can help you change the trajectory of your business and your life? Here are three to check out.



THE E-MYTH REVISITED: WHY MOST SMALL BUSINESSES DON'T WORK AND WHAT TO DO ABOUT IT

Michael Gerber

Just when you think you're about to get ahead in your business as an owner-operator or fleet owner, your engine blows, freight slows down, or you lose a driver.

How do you respond?

After all, you feel like you're always stuck in "survival mode." And no matter how hard you work, you can't seem to take your business to the next level.

In The E-Myth, Michael Gerber explains why that happens to so many entrepreneurs—including expeditors: You've been stuck working IN the business

CONTINUED ON PAGE 32



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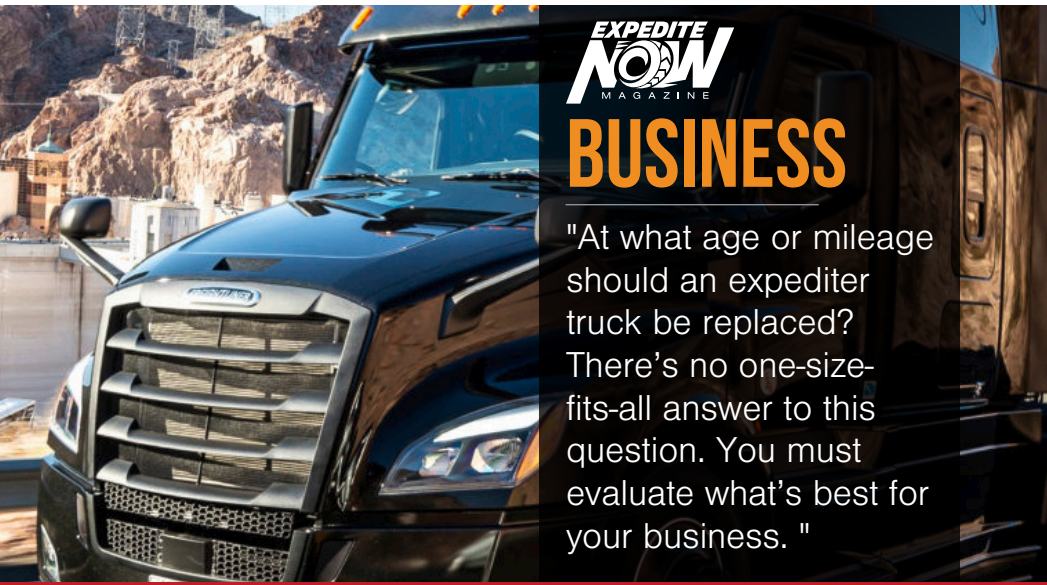


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WHEN TO REPLACE Your Expediter Truck

By Sean M. Lyden, Staff Writer



**EXPEDITE
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BUSINESS

"At what age or mileage should an expeditor truck be replaced? There's no one-size-fits-all answer to this question. You must evaluate what's best for your business. "

Love them or hate them. But if there's one thing that has kept the NFL's New England Patriots at the top of the professional football world for two decades, it's this: They're smart about replacing star players when the value is still high and before performance declines.

Perhaps successful expedite owner-operators follow a similar formula for timing their truck replacements—when the truck's value is still high and before you have to throw a lot of money at it to keep it on the road.

At least, that has been the philosophy for veteran expeditors like Linda and Bob Caffee, who are replacing their 2015 Freightliner Cascadia with a 2019 Cascadia, and Greg Huggins, who is

replacing his 2015 Cascadia with a 2020 Western Star 5700XE.

EO recently spoke with Huggins and the Caffees to get their perspectives on factors they consider when determining the optimal time to replace a truck.

FACTOR #1. MAINTENANCE, REPAIRS, AND DOWNTIME COSTS.

The Caffees owned their first truck—a 2005 model—for about eight years, putting over 800,000 miles on it before buying their next one in 2012. And they've since replaced their last two trucks after only three and four years, respectively, each with about 500,000 miles on them.

CONTINUED ON PAGE 30 
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Why the change in philosophy? What were some of the lessons learned from their first truck that led them to shorten their replacement cycles moving forward?

"With the first truck, we got to the point where we were spending more on maintenance than we would have on a payment on a new truck," says Bob. "That's why you need to look at what you're spending on maintenance and then look at the price of a new truck. Sure, a new truck today may be well over \$200,000. But if you're spending \$40,000 a year on repairs and maintenance on your current truck, that's not good."

And that's just the direct cost of repairs. To get a complete picture of your maintenance expenses, you also need to account for downtime, says Huggins. "If the truck spends two weeks in the shop because I've been trying to hang onto an old truck too long, I'm not just paying for the repair costs; I'm also out of that revenue while the truck sits. So, if the truck is about to get to that point where it's going to need more repair time, do I want to deal with downtime and lose revenue? Or should I go ahead and replace the truck while it has the most value?"

FACTOR #2. FUEL ECONOMY IMPROVEMENTS

When evaluating the economics of truck replacement, the Caffees also factor in the advancements in the latest engines, transmissions, and truck aerodynamics

that contribute to better fuel efficiency.

"We went from about 10 miles per gallon with our first truck to about 11-1/2 miles per gallon with our second," says Bob. "That may not sound like a big difference. But over the course of a year, that's several thousand dollars. And that savings can help make some truck payments."

FACTOR #3. NEW SAFETY TECHNOLOGIES

Although the Caffee's 2015 Cascadia was already equipped with a collision mitigation system, the new 2019 model offered the more advanced Detroit Assurance system with a wider range of safety features—such as Adaptive Cruise Control, Active Brake Assist, Lane Departure Warning and Side Object Detection—that led Bob and Linda to want to go ahead and upgrade.

"The improved radar system can pick up animals, people, and smaller metal objects. And, to an extent, it can help reduce the potential for a deer strike," says Bob.

THE BOTTOM LINE

At what age or mileage should an expediter truck be replaced? There's no one-size-fits-all answer to this question. You must evaluate what's best for your business. And that begins by closely tracking your truck's operational costs and then keeping up with the latest advancements in truck technologies to help you determine when it makes good financial sense to upgrade. **EN**

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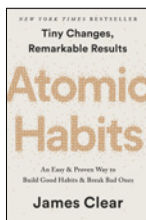
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when you should also be working ON the business.

This book teaches you how to work ON your business—by developing systems, processes, and procedures—so that the business will start working for you to achieve your financial goals no matter what market challenges you might face.

ATOMIC HABITS: AN EASY & PROVEN WAY TO BUILD GOOD HABITS & BREAK BAD ONES

James Clear



Perhaps you want to become a fleet owner in the next 12 to 18 months and need to start putting away more of your income to fund your business expansion.

Or, maybe you want to lose 25 pounds by July, but you struggle with making good food choices when you're out on the road for several weeks at a time.

Whatever your goals, you need the right habits in place to help you reach those targets.

In James Clear's book, *Atomic Habits*, you will learn practical strategies that will teach you exactly how to form good habits, break bad ones, and master the tiny behaviors that lead to remarkable results.

Clear says that if you're having trouble changing your habits, the problem isn't you. The problem is your system. Bad habits repeat themselves again and again not because you don't want to change, but because you have the wrong system for change.

The big idea here is this: "You do not rise to the level of your goals. You fall to the

level of your systems." Clear's book gives you a proven step-by-step system that can help take you—and your business—to new heights of achievement.

NEVER SPLIT THE DIFFERENCE: NEGOTIATING AS IF YOUR LIFE DEPENDED ON IT

Chris Voss

As an owner-operator or fleet owner, you're negotiating every day, whether you think of it as "negotiation" or not.

When you're working with dispatch to ensure acceptable terms for a load, you're negotiating.

When you're working with shippers to get them to unload you as soon as possible, you're negotiating.

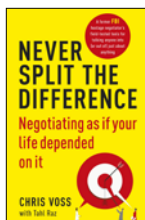
When you're working with vendors to get the best possible price on the products and services you need, you're negotiating.

And this book by former FBI hostage negotiator, Chris Voss, can help you negotiate like a boss, without coming across as too aggressive or hurting the relationship.

You'll enjoy his stories of negotiating face-to-face with a range of criminals, including bank robbers and terrorists.

But you'll also get a lot of practical advice with nine effective principles—counterintuitive tactics and strategies—you can use to become more persuasive in both your professional and personal life.

I've read a lot of great books on negotiation in my career. But *Never Split the Difference* is so good and useful that, after listening to the audiobook, I also bought the hardcover to have on hand for reference. **EN**



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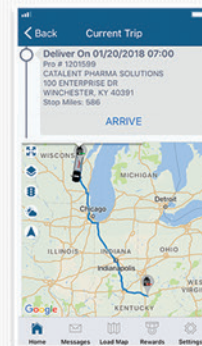
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Mark 727-804-0186

FEDEX CC WGTVL TEAM \$3000 sign-on bonus I am looking for a qualified TRACTOR TEAMS for my E-Unit truck. The truck is a KENWORTH T-660 outfitted with an apu, 2500 watt inverter TV, and microwave. The split is 60/40 and great home time or 40/60.

BJ 404-734-6992

We are looking for an established Straight Truck team. Must have Hazmat, Tanker Endorsement, passport. Direct Deposit every Friday.

Samuel 631-617-5481

SAME HOUSEHOLD teams, CDL Class A or B, and hazmat endorsement. Previous expediting experience preferred but not required. (If you're new to expediting, we're happy to train you.)

Chris 704-881-3782

We now have an IMMEDIATE opening for one ESTABLISHED TEAM in a brand new 2019 Freightliner M2-112 Straight Truck with a 100" Bolt custom sleeper and a Single Bunk.

George 419-410-2800

Experienced Team needed for New Expedite Straight Truck leased to Roadrunner. No Canada or Mexico. Carrier pays tolls. Team is paid 40% of line haul. Deadhead pay is same as line haul except for first 50 miles.

Bobby 859-497-1167

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Randy 419-984-7946

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Josh 262-719-9200

TT Van drivers needed to run the midwest, southeast and southwest. 1 year experience required. equipment. Avg 2500 to 3,000 miles per week. Good mvr and driving record.

Michael 850-530-7417

Individuals or team to drive a Sprinter 2500 leased to Load One. Must meet D.O.T regulations, pass a drug screen and physical. We will pay 35-40% to start, plus we pay fuel.

Robert 219-924-2596

Small, family run company has multiple open driving positions for cargo vans and sprinter vans. We have been in business for 12 years and want you to grow with us. Competitive pay packages available.

Garry 731-612-2456

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JUST IN! 2014 Freightliner M 2 112, Detroit DD 13 410 hp, 10 speed Ultra Shift, Engine Brake, 561k miles, 96" Bolt Custom Sleeper, Carrier APU, 22" Dry Van, Tool Box

Brandon 888-881-1872

2014 Freightliner Cascadia 113 96-in. double bunk raised roof sleeper Reefer Expediter truck with Detroit DD13 410HP engine and Detroit DT12 transmission, stove, refrigerator, microwave, sink.

Jason 888-258-7795

2016 Dodge Sprinter, 154HP Diesel, FWD, Automatic, new battery, alternator and EGR valve. 13' load space

John 888-556-4089

2015 model Cascadia Straight Trucks!! Expediter Truck with 22" Dry Freight Cargo Box on Freightliner Cascadia Class 8 Tractor!

Jason 888-745-0349

2009 Volvo 780 DPF system - not a DEF truck legal for California Cummins 485 hp. 13sp Eaton Fuller, double bunk with work station.

Daina 865-773-9671

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Andy 734-748-3812

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Paul 920-915-6308

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