



Roadmap to

SUCCESS

SEPT/OCT 2014

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VOLUME 5, ISSUE 5

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The Stretch Run is Here: (Freight Looks to be Strong in Fourth Quarter of 2014)!

Ready, Set, Go,

For those of you who have been around the stable for a while this article will be very familiar to you.

The Post Labor Day shipping schedule is traditionally the "Holy Grail" of the shipping season. The past six years have not exactly followed this pattern, but for the first time since 2006 we are having many customers actively seek capacity guarantee's for the fourth quarter.

In response to these requests, the company is adding 30 additional trailers to the Long and Short Haul Fleets to facilitate loading, unloading and increased cartage capacity. I am also asking for the first time in many years for drivers to observe a "vacation blackout" from Sept 15 – December 1 of 2014.

Please keep all request for time off to a minimum and / or for emergency use. I am asking for all hands on deck. I believe the environment exists for all of us to realize windfall profits.

Let's support our customers and enjoy a mentality of work hard play hard for the coming months.

Enjoy your time off vigorously and be rested and ready to put the hammer down come Monday mornings. As always, be safe and vigilant while on duty, aim high in your steering, and use good judgment while backing.

GO BUCKS !!!!

Tracy



SAFETY DEPARTMENT

Jeff Parkhurst and Dave Jacobsen are sharing the responsibilities of the Safety Department. In order to keep up with all regulatory requirements, continue to recruit and train additional drivers, as well as begin some new safety initiatives, it was apparent that additional manpower would be necessary.

Jeff will focus his expertise on QualComm, logs, recruiting, and the maintenance of Driver Qualification Files. Jeff will assist with the transition of the fleet to QualComm, ensuring all trucks have a QualComm unit and the drivers are trained on their use. Additionally, he will maintain the QualComm data, ensuring drivers HOS are properly maintained and all drive time is correctly allocated to the proper driver.

Dave will be working on driver recruiting and training, as well as initiating some new programs of Driver Development and Smith System Training. He will be visible and accessible to drivers, spending time at the drop yards as well as at customer locations

Please contact either Dave or Jeff with your Safety questions at 937-553-5000 ext 109.



Operations

Ryan Logistics has some of the best drivers in the area. Logistics is complimented by the support of some great owner operators from Blitz Transport. The combination has allowed us to sign on several new clients which have more driver friendly freight. It will take our whole team to maintain these customers and grow them.

We need everyone to do their part, we need to keep the line of communication open. We also need the drivers to use the QUALCOMM for more and more communication. When problems are encountered contact dispatch. When under a broker load please stay in contact with them. All of our customers require check calls throughout the day and night. If you are running behind please advise dispatch with an ETA. Always allow yourself plenty of time to get to your customer and allow some time for the unexpected. Our goal is to maintain our equipment in top shape for the next customer. Sweeping trailers and fixing issues will keep all of you rolling down the road. Dropping a trailer at a customer dirty, with a flat tire or lights out etc. not only puts the next driver behind but can create delays for days. Our service goal is to make sure our customers believe Ryan has pride in our equipment and the service we provide. We want them to know we hire the best professional drivers available— you have the support of all who work at Ryan Logistics.

Thank you for being part of the Ryan team!



Log Honor Roll

Ron Adkins*, Gary Ball*, Walter Bernard, Michael Bracewell*, Chris Brotherwood, Tyrone Brown, Phillip Carroll, Randy Cline*, Kyle Douglas, Daniel Duke, Bud Dyke*, Larry Eastman*, Michael Finley*, Miguel Frazier*, Dave Godwin*, Keith Green*, John Hastings*, Larry Hendricks, Brad Huess, Ray Hicks*, James Hudson*, Jerry Jolly*, Bachar Kassatly*, Josephy Leicht*, Leon Logan*, Dan Martinez, Jerry Mikell*, Mike Mitchell, Tony Negrette, Dale New*, Danny Nichols*, Chuck Ogg*, Mark Ogg*, Nik Petrovski*, Daryl Price*, Ron Pridemore*, Rusty Quiggle*, Mark Reeb*, Greg Regoli*, Lori Riley, Steve Roberts, Phillip Rockhold*, Jake Rothgeb, John Sanders*, Mike Seyfried*, Gary Sessions*, Dan Shoemaker*, Seth Shoemaker*, Keith Singleton*, Dave Smith*, John Smith*, Jon Spengler, Tommy Stacy*, Jimmy Taylor*, Charlie Thomas*, Brad Tilton*, David Webb*, Pam Wilson*, Tim Woods*

*Denotes drivers who made the Honor Roll for both July and August 2014. Way to go!

H/R and Payroll

Please welcome to the Ryan Team:

Patrick Buchana – short haul, Lorena Riley - OTR, Mark Sowards - OTR,
Mike Mitchell - Short haul, Ron Adkins - Short haul, Anthony Negrete - OTR,
Kyle Douglas - Short haul, Justin Brown - Short haul

We are in discussion in regards to new driver pay sheets for the short haul/
local drivers. Will update you if and when any changes are made.

Thank you all for the great job you are doing in getting your payroll paperwork
turned in on time. Keep up the good work.

Tammy Yelton
HR/Payroll Dept.



ATTENTION DRIVERS

WHAT: Driver Meeting WHEN: 8:30 AM, Saturday September 20, 2014 WHERE: Ryan Office

Light breakfast will be provided. Topics will be DOT Regulation changes, AFLAC Insurance, Accident Discussions, Smith System Training, etc..

Ryan Bucks, Door Prizes, and Raffle items will be given out.

SHOP TALK

We do Trailer PM's every 6 months and if you see or pull a trailer with the Federal Inspection sticker due let us or dispatch know immediately. We date it the month and year when we do a PM on that trailer and 6 months from that date we do it again so we can keep these to a minimum. All sleeper trucks get a PM every 15,000 miles so if you are getting close to that mileage and you're in town or close by contact us or dispatch to get into the shop.

Also, we have bulk DEF here at the shop. Remember to always top off your tank when you're here and if you know you are coming the yard. Don't fill up elsewhere before coming in- DEF is cheaper here.

Road drivers- if you need a spare tire on the back of your truck please let us know and we can put one on the back.

Keep truckin',

"The Shop"

Fuel cost and efficiency

The largest cost per mile for us or any trucking company is fuel. At \$3.60 per gallon and 6 mpg the cost per mile is 60 cents. So it would make sense that we would focus on our highest cost. For every .5 of mpg increase achieved by a driver, fuel cost decreases by 5 cents per mile and for a 2,000 mile week, a decrease of \$100 a week per driver. In an effort to drive fuel cost down, we decided to share the savings with drivers that are able to change both driving and idling habits and increase mpg. The incentive program is driving our fuel cost down and drivers are seeing a nice bump in their paychecks. I would encourage all our drivers to challenge themselves with increasing mpg, have fun with it, and see a nice increase in pay.

Matt Price





Ryan Fuel Incentive Program

June 1 through August 17, 2014

Driver	Miles	Fuel	MPG	\$
Penwell	0.0	0.0	#DIV/0!	\$0.00
Kassatly	31205.4	4383.6	7.118751	\$818.40
Sanders	28716.2	4054.3	7.082882	\$594.00
Ogg C	33129.3	4732.7	7.000144	\$554.40
Woods	28614.3	4136.9	6.916913	\$504.80
Spengler	30137.5	4373.7	6.890666	\$422.40
Roberts	23129.8	3358.8	6.886328	\$0.00
Nichols	33310.6	4853.3	6.863481	\$924.00
Logan	27094.4	3951.0	6.857675	\$184.80
Riley	22075.7	3223.2	6.84898	\$132.00
Jolly	30319.2	4455.6	6.804694	\$356.40
Brotherwood	32167.1	4738.1	6.789001	\$462.00
Sowards	18660.8	2749.6	6.786807	\$145.20
Carroll P	34977.1	5192.4	6.736263	\$607.20
Martinez	32925.5	4898.3	6.721808	\$330.00
Hicks	31427.2	4702.2	6.683538	\$752.40
Wilson P	26521.5	3991.4	6.644628	\$528.00
Mikell	30688.0	4644.2	6.607769	\$277.20
Hastings	26056.1	3971.9	6.560159	\$435.60
Sullivan	26495.6	4064.1	6.519394	\$145.20
Taylor	24921.2	3922.3	6.353737	\$316.80
Ogg M	30538.6	4827.2	6.326372	\$330.00
Hendricks	25326.7	4013.1	6.311038	\$132.00
Rockhold	25316.7	4028.4	6.284601	\$26.40
Cline	28249.1	4509.3	6.264603	\$277.20
Thomas	30514.6	4927.7	6.192413	\$211.20
Smith D	27774.5	4491.5	6.18375	\$250.80
Petrovski	28414.9	4636.3	6.128748	\$237.60
Webb	29704.5	4863.4	6.107714	\$237.60
Ball	29911.6	4934.5	6.061729	\$26.40
Negrete	4479.3	755.0	5.933162	\$0.00
Hudson	29316.0	5060.1	5.793573	\$92.40
	862119.0	131444.0	6.558832	\$10,312.40

As all of you are aware, Ryan Logistics implemented a fuel incentive program at the beginning of April. The program is based upon two factors, idle % and miles/ gallon. A driver is eligible for various monetary sums based upon 6 levels of idle % (see below) coupled with mpg targets based on seasonality. The initial mpg target was 6.3 / gallon and as of August 1st it has risen to 6.7 mpg. The idle % is derived from Qualcomm. A report is ran once a week with the latest idle% utilized. A driver is potentially eligible with a working Qualcomm unit. The miles/ gallon is derived from a report in Prophecy detailing miles driven and the amount of fuel reported via CommData. "When" a driver chooses to fuel plays an important role in whether or not targets are met. Fueling late in a weeks run cycle will impact the mpg numbers markedly, as well as, out of route miles.

Potential

IDLE %	WEEKLY \$
10.00%	\$92.40
15.00%	\$79.20
20.00%	\$66.00
25.00%	\$52.80
30.00%	\$39.60
35.00%	\$26.40
40.00%	\$0.00
45.00%	\$0.00

When Ryan began this project, average idle % was greater than 50% (some due to winter weather) and mpg was 5.8 for the entire over the road fleet. At the current time the idle % is less than 20% and the mpg has risen to 6.56.

Keep up the good work!

