

## Winter Weather and Slips and Falls

While walking on parking lots, sidewalks and other slick surfaces, follow these tips to prevent slips and falls:

- Point your feet out slightly like a penguin!
- Wear shoes or boots that provide traction on snow and ice; boots made of non-slip rubber or neoprene with grooved soles are best
- Use special care when entering and exiting vehicles; use the vehicle for support.
- Bend slightly and walk flat-footed with your center of gravity directly over the feet as much as possible.
- Extend your arms out to your sides to maintain balance.
- Keep your hands out of your pockets. Walking with hands in your pockets decreases your center of gravity and balance
- You can help break your fall with your hands free if you do start to slip.
- Watch where you are stepping and... **GO S-L-O-W-L-Y!!**
- Take short steps or shuffle for stability

### Human factors increasing the risk of slips, trips, and falls

- Inattentive walking; Using a cell phone, talking and not watching where you are going (distracted walking)
- Taking shortcuts; Not using clear pathways or designated walkways
- Being in a hurry

### Statistics

- Falls, fatal and nonfatal, are a serious safety concern in the workplace, taking 715 lives and causing 313,335 injuries involving work absences every year.
- Same level falls (slips and trips) make up 65% of fall injuries.
- Most slips, trips and fall incidents are preventable with general precautions and safety measures.
- Falls may result in serious injuries (head, back, paralysis, broken bones, sprains and strains to muscles and even death).



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# MESSAGE FROM RICH CLAIR

Dear Colleagues,

A number of drivers have asked me about the Company's plans for replacing trucks in the coming months and years. As I discussed our plans with them, I was surprised at how many were not aware of the significant increases in the costs to purchase and to operate new trucks, so I'd like to use this edition to ensure that all of us understand the significant financial considerations that must be weighed when we establish our truck purchase strategy.



Most folks were surprised when I advised that new day cabs cost nearly \$100,000. To put a little perspective around that number, consider that we bought new 2004 Freightliners for nearly \$68,000 and 2007 Navistars for about \$76,000 each. That's an increase of 11.7% over three years, or an average increase per model year of roughly 3.7%. So, how do we get a nearly 38% increase in the three years from 2007 to 2010?

The short answer is "the government". In the early 2000's, Congress established new pollution emission standards for heavy-duty highway diesel engines and set benchmarks for these standards to be met in 2004, with another reduction effective 2007 and a third, even more strict standard to be effective in 2010. Engine manufacturers were able to meet the 2004 and 2007 standards with the introduction of EGR (Emission Gas Recirculation) technologies, but an entirely new technology was needed to meet the strict 2010 requirements. This new technology is called SCR, or "Selective Catalytic Reduction". This system essentially injects urea to convert the nitrous oxides in the exhaust gases into harmless nitrogen gas and water. I've read engineering reports that assert that, with SCR, exhaust gases are actually 'cleaner' than the intake air!

The problem is that this solution is expensive. By way of example, we recently bought a new motor for one of our 2002 tractors for \$11,000. This is the last of type of engines that were in trucks before the new EPA standards went into effect in 2004. Two years ago, we were able to buy new motors for our 2004 trucks with EGR for \$18,000. Motors and associated emission controls systems for 2011 trucks? Over \$37,000!

And, on top of these higher costs to buy trucks, maintenance costs for increasingly complex power plants are higher, too. Our trucks with EGR engines have repair costs that are running nearly 20% higher per mile than our older trucks. It is forecast that we should expect to see an additional 10% increase in maintenance cost for the SCR engines.

On the other side of the financial ledger from cost is revenue, and this is where much of our challenge lies. After subtracting the contract rate increases from the USPS that pay for Wage Determination increases, our Company has averaged 1% growth in revenue per mile for each of the past three years. That's a far cry from the 10%, 20% and 38% increases in truck ownership and operating costs that I outlined above.

The funny thing about our business is that you can't be a trucking company without trucks. We need to balance the requirement for safe and reliable equipment with our ability to pay. Our strategy to address this is very straight-forward. First, we will continue to request increases from the USPS specifically to purchase replacement trucks and trailers. As those monies are made available to us, we will increase the proportion of new trucks that we acquire and decrease the number of used or repowered trucks in the fleet.

As always, thank you for all that you do to *Build A Better MCA!*

Best, Safe Regards,

A handwritten signature in black ink, appearing to read "Rich Clair".

# TERMINAL/PROJECT MANAGERS LEADING THE WAY

By West Memphis, Arkansas, Terminal Manager Larry Boone

## Pre-Trip Inspections



I have acquired a fair amount of knowledge in 34 years in this business. I spent 25 accident free years behind the wheel. In hindsight, I give much of the credit to pre-trip inspections because I would never take an unsafe vehicle over the road.

We are all aware of the time constraints concerning the transportation industry, but we can take a few extra minutes to ensure the trip is safe and successful. This can be accomplished by a thorough pre-trip inspection. Would you throw a barbeque without charcoal or propane for your grill? Would you climb a ladder with broken or missing rungs? Well, let's hope not.

Observation and preparation are the keys to avoiding most bumps in the road. Pre-trip inspections give you control when it comes to getting there and back safely, so use it to your advantage. Pre-trip inspections are for everyone's benefit. They can stop a headache before it starts. Use it as a tool to make sure the equipment can handle highways, over-passes, mountain passes, valleys, different traffic situations, road conditions and weather.

Pre-trip inspections must become second nature to you. It might be embarrassing not to have charcoal or propane for your barbeque. And it might be stupid to climb a broken ladder. But it's downright dangerous for yourself and others not to know your equipment and your own physical condition at the beginning of any trip.

I would like for you all to be a little less stressed and a whole lot safer on your journeys. Keep in mind that CSA is now in effect and with a good pre-trip inspection, you will cut down on the consequences when it comes to DOT while also improving your safety performance.

### **MILLION MILE CLUB**

The Million Mile Club recognizes drivers who accomplish 1,000,000 safe driving miles with the Company. For achieving this award, each driver receives 40,000 points and a 1,000,000 mile safe driving patch.

**Congratulations to these newest members for this outstanding achievement!!!!**

#### **2 Million Miles**

Carl Long—Greensboro  
Charles Stanley—Greensboro

#### **1 Million Miles**

Orville Cumbie—Kansas City  
David Eldridge—Cincinnati  
Charles Harris—Atlanta  
James Haynes—Cincinnati  
Johnny Kennedy—Cincinnati  
Gillie O'Neal—Cincinnati  
Charles Stanley—Greensboro  
Terry Wade—Omaha

# A MESSAGE FROM THE SAFETY CORNER

*By Bruce Wrinkle, Director of Safety*

## CSA, the New Measure for Company and Driver

The trucking industry has been measured and assigned safety ratings based off Safestat scores for many years. As of December 2010, we are now measured under the Comprehensive Safety Analysis methodology (commonly referred to as CSA and formerly referred to as CSA 2010). What does this mean to MCA and our drivers?

Under CSA, drivers and companies are assigned designated point values for all violations discovered during DOT inspections. The violations are measured under 7 categories or BASICs. The BASICs are as follows: Unsafe Driving, Drugs & Alcohol, Crash Indicator, Fatigued Driving, Driver Fitness, Vehicle Maintenance and Cargo-Related.

- Unsafe Driving, Drugs & Alcohol and Crash Indicator BASICs are your “measure” or snapshot of the severity of all your violations and crashes over time. The higher the number of crashes and the more recent they are the worse your measure will reflect.
- The formula is similar for the remaining BASICs, but is based on the number and age of inspections. Your measure in these BASICs is an average of your performance, but more recent inspections carry a higher weight. The more clean inspections (no violations) you have the better your measure.

Violations  $\leq$  12 months carry a weight times 3 the basic value

Violations 12-24 months carry a weight times 2 the basic value

Violations 24-36 months carry a weight times 1 the basic value

| Violation Age | Severity | x Weight for Age | Adjusted Severity |
|---------------|----------|------------------|-------------------|
| 5 months      | 6        | 3                | 18                |
| 14 months     | 6        | 2                | 12                |
| 28 months     | 6        | 1                | 6                 |

As you can see in the table above, the same violation severity is much worse if it occurred more recently.

CSA and the method used to calculate your score makes **it critical for you to perform good pre-trip inspections, keep your log book current and drive at or below posted speeds or adjusted speed for conditions. Speeding, following too close, unsafe lane activity, lights that are not working, etc.** all increase the chance of a roadside inspection and the likelihood you will receive a higher score. CSA, by design, identifies unsafe behaviors in each of the BASICs, assigns a measure (score) based on severity and how recent the violation.

**Logbook not current, no previous 7 days in your possession, false logs, and violations of the 11, 14 and 70 hour rules** will always have a negative impact on the driver and the company score. Under CSA, hours of service violations are considered an unsafe behavior and are measured under the Fatigued Driver BASIC.

**Turn in your logs at the end of your tour/day of duty.** Failure to submit logs in a timely manner exposes the company to violations and potential penalties and fines.

Please help improve your personal scorecard and the company's by being aware of the unsafe behaviors and the impact they have on your score. Do your best to avoid violations in any area and maintain great scores in all your BASIC's under CSA!

**CSA HOTLINE: 1-800-294-7743 Ext. 11245**

**Email: [CSA@mcalogistics.com](mailto:CSA@mcalogistics.com)**

# A MESSAGE FROM THE SAFETY CORNER

*By Bruce Wrinkle, Director of Safety*

## Winter Driving, (taking control in uncontrollable weather and road conditions)

Winter weather brings many dangers to the driving environment. The hazards are there for vehicles of any size.

While we have no control over the weather and road conditions, we have total control over our own decisions and actions. With a strong commitment to safety and practicing defensive driving techniques, the exposure in winter hazards may be significantly reduced.

The standard *Safe Practices for Motor Vehicle Operations*, ANSI/ASSE Z15.1, defines **defensive driving** as "driving to save lives, time, and money, in spite of the conditions around you and the actions of others."<sup>11</sup> This definition is taken from the National Safety Council's Defensive Driving Course. It is a form of training for motor vehicle drivers that goes beyond mastery of the rules of the road and the basic mechanics of driving. Its aim is to reduce the risk of driving by anticipating dangerous situations, despite adverse conditions or the mistakes of others. This can be achieved through adherence to a variety of general rules, as well as the practice of specific driving techniques.

Thorough pre-trip inspections, knowledge of the existing and forecast weather conditions, and continual "reading the road" (such as, being alert to spray from the tires, icing on mirrors, wind gusts, oncoming vehicles for signs of snow and ice ahead) will lessen the chance of mishap, as you will be able to adjust your speed in advance of the hazard. When cresting hills, anticipate icy road conditions and potential traffic problems and allow a good safety cushion. Due to weather fronts and jet streams, the temperature may be several degrees colder as you start your descent down the other side. With many of our loads weighing very little, the risk of losing traction from the wind (when on icy or snow covered roadways) is a real threat to your safety. Use the highest gear possible for the speed you wish to travel to avoid loss of traction on the drives. Never run Jake brake or cruise control when driving in inclement weather and poor road conditions.

The Five Keys of the Smith System offer some of the very best defenses for winter driving.

- Aim High in Steering
- Get the Big Picture
- Keep Your Eyes Moving
- Leave Yourself and Out
- Make Sure They See You

Winter driving requires all of your tasks be done S L O W L Y. Accelerate and brake with a soft light touch of the pedal. Increase your following distance to allow for the mistakes of others. On ramps and off ramps need extra monitoring, as this is an area where other vehicles may lose control and come into you or your path.

Again, while you have no control over the weather or road conditions, **you have total control of your decisions and actions**. Remember, when road conditions deteriorate enough, the only safe speed is to park, notify dispatch and let conditions improve.



## 2010 Milestones

The following employees have reached 5 or more years of service with MCA.

### OCTOBER 2010 — DECEMBER 2010

#### 5 YEARS

|                     |     |
|---------------------|-----|
| SAMUEL BLACK        | GSO |
| ANTHONY CUTHBERTSON | GSO |
| CHARLES GREEN       | GSO |
| ROBERT HARRIS       | ATL |
| BILLY HOWELL        | ATL |
| LLOYD LITTLE        | GSO |
| MIKAL MAJEED        | GSO |
| KELVIN MCCLURE      | ATL |
| BILLY MCNAIR        | ATL |
| MELVIN PULLEY       | KSC |
| ZACK REYNOLDS       | GSO |
| EDWARD ROBBINS      | GSO |
| RANDALL SLAVIK      | STL |
| NORMAN SMITH JR     | GSO |
| GERALD TRINKLE      | KSC |
| ROBERT ZYKAN        | STL |

#### 6 YEARS

|                   |     |
|-------------------|-----|
| MICHAEL BARTH     | HBG |
| GARY BROWN        | WMP |
| LARRY BROWN       | DAL |
| MICHAEL BROWN     | GSO |
| MICHAEL CARROLL   | JAX |
| RICHARD CLAIR     | LIT |
| HOWARD CROSBY JR. | GSO |
| CLAUDE HALL       | KSC |
| WILLIE HAYES      | GSO |
| RITA JONES        | LIT |
| HAROLD LONG       | ATL |
| GREGORY MEANS     | GSO |
| ROBERT MILNE      | ATL |
| BOBBY MOSLEY      | WMP |
| AARON STALEY      | GSO |
| STEVE TAYLOR      | JAX |
| EDWARD TURNER     | GSO |
| BARTRAM WERTZ JR. | HBG |

#### 7 YEARS

|                      |     |
|----------------------|-----|
| KENNETH AMOS         | GSO |
| DOUGLAS BUENING      | KSC |
| DANIEL CASTEEL       | KSC |
| ROOSEVELT FOSTER JR. | GSO |
| JAMES GOBLE          | KSC |
| REGINALD JOHNSON     | WMP |
| WALI JONES           | JAX |
| WALLACE MATHEWS      | ATL |
| CHRISTINA MCBRIDE    | LIT |
| STACY MCKIE          | GSO |
| DANNY MOORE          | DAL |
| JAMES RALSTON        | LOU |
| KIM REBELLO          | GSO |
| PETER SOUVANH        | KSC |
| RICHARD WADE JR.     | GSO |

#### 8 YEARS

|                 |     |
|-----------------|-----|
| FREDDIE COX     | CIN |
| MICHAEL HOKE JR | GSO |
| PERRY HOUSTON   | GSO |
| GERARD HOWLAND  | JAX |
| LUCAS WHISENANT | KSC |
| JAMES YOWELL    | OMH |

#### 9 YEARS

|                    |     |
|--------------------|-----|
| MILLARD CHAVIS     | GSO |
| KAREN CLARK        | LOU |
| MICHAEL ELLIS      | GSO |
| ERNEST KUCERA      | LCN |
| TERRY LIPSCOMB     | GSO |
| ALLEN MARTIN       | ATL |
| ROY MCGUIRE        | DSM |
| MAYNARD OXENREIDER | DSM |
| WILBUR STEVENS SR. | GSO |
| DENNIS WELCH       | ATL |

#### 10 YEARS

|                     |     |
|---------------------|-----|
| JOSEPH BENNETT II   | STL |
| RICKY BRIDGEFORD    | GSO |
| EDWARD FOSTER       | ATL |
| BRUCE GANSON        | GSO |
| JAMES GENWRIGHT JR. | JAX |
| DORIAN HELBIG       | JAX |
| DANIEL HOOGENDOORN  | SFL |
| BRADLEY HOWELL      | ATL |
| JANNET HUTCHENS     | JAX |
| KEVAN JOHNSON       | GSO |
| DANIEL NENNINGER    | STL |
| DONALD POYNER       | KSC |
| DARRYL REEMTSMAN    | SFL |
| MICHAEL SIDEREWICZ  | OMH |
| SHERMAN STINEBAUGH  | KSC |
| HAROLD SURRETT JR.  | GSO |
| ROBERT TAYLOR JR    | GSO |
| WAYNE UILK          | SFL |
| ED-HAROLD VAZQUEZ   | JAX |
| BARRY VICKERS       | GSO |
| JAMES WINSTEAD      | GSO |
| ERIC WRIGHT SR.     | ATL |

#### 11 YEARS

|                  |     |
|------------------|-----|
| BRENDA HAMPTON   | LIT |
| MELVIN KUEHNHOLD | OMH |
| RODERICK TURNER  | ATL |
| WILLIE WOODS     | HBG |

#### 12 YEARS

|                    |     |
|--------------------|-----|
| GARY BINGHAM       | ATL |
| WILLIAM BREWER     | DSM |
| RICHARD DECARLO    | OMH |
| MICHAEL DEHNER     | ATL |
| DANIEL DICK        | GSO |
| JAMES FALK         | SFL |
| TRACY GARDINER     | ATL |
| DAVID GROGAN       | ATL |
| MARK HAMILTON      | GSO |
| CHRISTOPHER HARRIS | CIN |
| RONNIE ISLEY       | GSO |
| THOMAS JACOB       | CIN |
| JAMES LARSON       | SFL |
| EDWARD MESSER      | KSC |
| ROBERT PARNELL     | GSO |
| VIRGIL POWELL      | CIN |
| JOHN REITTINGER    | KSC |
| ALFRED RICHARDSON  | ATL |
| LARRY ROBERTS      | DAL |
| JERRY ROBISON      | LOU |
| MORRIS SCALES      | GSO |
| CARMEN TIERS       | KSC |

#### 13 YEARS

|                  |     |
|------------------|-----|
| WESLEY ERNEST    | JAX |
| LEROY GREEN      | ATL |
| MARTEN HUFFEY    | DSM |
| DAVE JONES       | DAL |
| KINCY LAWSON     | GSO |
| JAMES MULL       | CIN |
| PHILLIP POTTER   | KSC |
| BOBBY RICH       | KSC |
| LEONARD SADLER   | JAX |
| RODOLFO SEGURA   | GSO |
| BRIAN SIMPSON    | OMH |
| RALPH TOWNSEND   | KSC |
| ROBERT VEAL      | JAX |
| PATRICIA WAMPLER | GSO |
| JEFFERY WICKS    | DSM |

#### 14 YEARS

|                   |     |
|-------------------|-----|
| PAUL ALLEN        | DAL |
| SCOTT ANDERSON    | GSO |
| JACK BLEHM        | JAX |
| DOUGLAS CALDWELL  | GSO |
| DENNIS DOWD       | GSO |
| GEORGE FRAME      | GSO |
| TERRY KEARSE      | GSO |
| JOHNNY KENNEDY    | CIN |
| JERRY MCRAE       | GSO |
| FRANCENE PIERCE   | LIT |
| JOHN REESE        | GSO |
| WAYNE SALVO       | OMH |
| FOSTER SHUMAN JR. | ATL |
| JAMES STRUM       | ATL |

#### 15 YEARS

|                  |     |
|------------------|-----|
| DONALD DEAN JR.  | JAX |
| ROBERT DEATHRAGE | CIN |
| KENNETH DUNNING  | KSC |
| JOSEPH FORD      | GSO |
| BRUCE GRUVER     | DAL |
| JOHN JONES       | ATL |
| BRANDON MURPHY   | GSO |
| RALPH PATE       | DAL |
| ANTHONY SIMPSON  | ATL |
| CARL WILSON      | WMP |

#### 16 YEARS

|                     |     |
|---------------------|-----|
| BRENT BESHEARS      | GSO |
| CHARLES BRADLEY     | ATL |
| RICHARD BROWN       | GSO |
| ROBERT CULPEPPER    | GSO |
| MELVIN DOWLESS      | DAL |
| DUANE FAHN          | OMH |
| JOHN NANCE          | ATL |
| CECIL PIERCE        | ATL |
| WILLIAM SANDERS III | GSO |
| MARK WOODS          | CIN |

#### 17 YEARS

|                    |     |
|--------------------|-----|
| BILL BROWN         | KSC |
| KENNETH CROUCH     | GSO |
| CHARLES HARRIS JR. | ATL |
| DEBRA LINNEN       | JAX |
| LEWIS PETERSON     | ATL |

## 2010 Milestones

The following employees have reached 5 or more years of service with MCA.

### OCTOBER 2010 — DECEMBER 2010

GARY SIMMONS  
ROGER SIMPSON  
JOHN WASDIN

GSO  
CIN  
JAX

#### 23 YEARS

CHRISTOPHER BARCLAY  
JOHNNY JACKSON

GSO  
DAL

#### 18 YEARS

EARL BIBBS  
RONALD EPPERLEY  
MARK HAYS  
ADRIAN REYNOLDS

ATL  
GSO  
KSC  
LCN

#### 24 YEARS

RONALD DAWKINS  
LONNIE O'DELL

KSC  
KSC

#### 20 YEARS

CHARLES BRIGHT  
RANDALL DRAUDE

DSM  
DAL

#### 25 YEARS

DOUGLAS HETHCOX  
ROGER REHDER  
DONALD STARK

GSO  
SFL  
KSC

#### 21 YEARS

ROY COOK  
RANDALL HILDRETH  
ERNEST KISER JR.  
STEVE ROBERTS  
EDWARD WAYNICK

GSO  
KSC  
KSC  
ATL  
GSO

#### 26 YEARS

LARRY BLAKELY  
TOMMY DOBSON  
HANK MORGAN

ATL  
JAX  
GSO

#### 32 YEARS

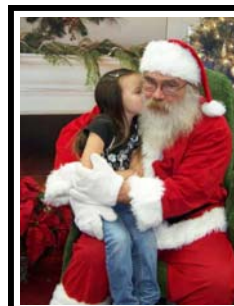
MARK COLEMAN

KSC

#### 22 YEARS

CHARLES GANT  
DANIEL OBER

KSC  
CIN



**George Bolte, ATL**— Lead Driver in Junction City volunteering his time to play Santa Claus over the Thanksgiving weekend.



**Erin Woolsey, DSM**, is a new grandma. Mikayla Jordan Day was born 10/27/10, weighing 6 lbs and 15 oz and 19.5" long.



## WAY TO GO TEAM DENTON!!!

Congratulations to team Denton! They achieved 500 safe workplace days without a lost-time injury from January 16, 2009 to May 31, 2010. The dedication and commitment shown toward a better safe workplace environment is well demonstrated through this outstanding achievement. In honor of this achievement, each Denton employee became a member of MCA's 500 Club, which includes a specialized MCA logo embroidered Safe Workplace Award black hat and a specialized white enameled MCA logo pin showcasing 500 Safe Workplace Days. Each employee also received a Risk Management Certificate of Excellence. Job well done, Denton!



### Safe Workplace Awards Update: January 12, 2011

In 2009 several terminals performed their daily job responsibilities safely and received recognition for their safe workplace contribution to MCA's success. The terminals that achieved Safe Workplace Awards (consecutive days without a lost-time injury) were Cincinnati - 200 days, Lincoln - 1000 days, Omaha - 1000 days, Sioux Falls - 1000 days, St Louis - 500 days, and West Memphis - 300 days. In 2010 Harrisburg was honored due to achieving 200 safe workplace days.

(Pictured top left to right: Lupe Zambrano, Jeffrey Mason, Dale Overly, Rob Hielckert, Charles Pulliam, Mike Ornac and Ted Kelly.)

### In Memory of Friends We've Recently Lost

Tina Doll—Kansas City

Allen Young—Kansas City

# GET THE MESSAGE?

Email [mca.ideas@mcalogistics.com](mailto:mca.ideas@mcalogistics.com) and answer the following three questions/statements, along with your name and employee ID. If you answer all three correctly, you will be entered into a drawing to receive an MCA knit shirt. Deadline to enter is 2/11/11. Winners will be announced in the next newsletter.

1. Which of the following are part of the seven BASICS of CSA? A. Unsafe Driving  
B. Fatigued Driving C. Driver Fitness D. All the Above
2. Pre-trip inspections must become \_\_\_\_\_ to you.
3. While we have no control over the weather and road conditions, we have total control over our own \_\_\_\_\_ and \_\_\_\_\_.

Yes, They Got the Message!!!

Congratulations to the following employees, who won an MCA logo windbreaker by entering our newsletter drawing:

Lance Martin—Audit  
Charity Speed—Contracts  
Danny Bradley—Greensboro  
Raymond Parker—Greensboro  
Steve Reeves—Safety

William Sanders—Greensboro  
James Sons—Greensboro  
Cathy Bailey—Jacksonville  
Michael Prior—Safety

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of Mail Call

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