

Hub Advisory

Summer Vacations

With the onset of the summer vacation months, we have many drivers taking time off. During the months of June, July, and August our limited slots available for time off fill up very quickly. There are still a few spots available. A couple of things you can do to assist us in managing our business levels, and continuing to support our customer needs:



- o Remember to make personal appointments on your Bid Days Off. If this is not possible, we ask that you make these appointments on Monday or Tuesday. Please do not make appointments on Fridays, and we will most often not be able to allow this time off.

As a reminder of our time off policy, you need to request time off in advance, time off is granted on a first come first serve basis. Because of our business commitments, we do have to limit the number of drivers off at any one time. We do want to give everyone the opportunity to have time off, but we need to control this through the Driver Relations group. Thanks, Joel Duryea



June 4, 2008



The current Nationwide Threat Level Remains: **Yellow-Elevated: There is a significant Risk of Terrorist Attacks**

Business Update

Meijer

Beginning last week, we have started running **Consolidation Loads**, from **93 to 802**. These loads are a great addition to the north—south routes.

Meijer continues to look for additional **inbound** opportunities for us to backhaul from. You have probably seen some of these new inbound lanes. Expect to see more. We have been setting records for our inbound business for Meijer on a weekly basis the last 4 weeks. This gives us a significant competitive advantage in supporting Meijer in ways that our competitors do not.

Outbound Change – Beginning on June 8, Tipp City outbound dry freight will swap shipping schedules for the Dayton, Cincinnati, and Columbus markets.

This will effect stores:

58, 62, 114, 143, 151, 234, and 246

New Schedule:

Grocery #1 – 0500-0900

Grocery #2 – 0800-1200

GM #1 - 1200-1600

This is positive for NTB in creating greater flexibility and more consistent early deliveries to stores.

Target

We just completed a business renewal process with Target and I'm please to report that we have been awarded additional business. In the past, Target has tried to maintain a 50/50 split of business between the two carriers servicing T587. Effective June 29, NTB will have 62% of the **outbound store business**. In addition to this business, we will continue to service the **"CRC"** business to Indianapolis, handle 100% of the **USBO** pickups, Target's **"backhaul advance"** business (loads from vendors into USBO), and a greater share of their **inbound vendor business**.

Briefly, we will be gaining significant store growth in Grand Rapids, Lansing, Toledo, and Fort Wayne.

I'm excited about the changes and the new opportunities our existing customers have awarded us with. In both cases, we have been praised by NTB customers with our quality service, and the commitment provided by our drivers, our customer service, and our dispatch staff for making their business a success.

Thanks for all your efforts in this regard. Keep the focus on service and excellent communication.

2 Timeless Truth

1 Corinthians 12:4-6



There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men.

NTB WELCOMES THE FOLLOWING NEW DRIVERS:

Michael Beckerman—NADC
Dale Goodbred—NADC
Brent Puckett—NACF

CONGRATULATIONS AND WELCOME TO THE NTB FAMILY!

Thumbs Up

To: Chad, NALT Maintenance

Thank you for helping Steve Gibbs retrieve his glasses left in a tractor and assuring they made it to Dispatch where Steve was able to pick them up.

Watch for the "Grab Bag Contest" coming to Lansing and Tapp City Terminals. Pick a ticket and see if you win a chance to "grab a bag". Prizes vary by bag in value. **Please remember**, only pick one ticket per person for contest duration.



Anniversary Dates:

Name	Date	Yrs
Brock, Thomas	6-6	5
Paul Steensma	6-8	2
Nicholas Felczak	6-10	1
Lenny Farris	6-11	9
Joe Bowen	6-11	2
Julius Clay	6-11	2
Michael Glynn	6-11	1
Richard Purdin	6-12	2
Robert LeGault	6-13	6
James McFarland	6-18	4
Howard Purdy	6-18	2

Riding with Pride Award

This month's Riding with Pride Award goes to outstanding driver **Bill Dover!** Thank you for the positive outlook, professional demeanor, caring attitude and NTB loyalty and dedication. Way to go **Bill!**



Bill was nominated for this Award by Joel Duryea, Driver Relations.

If you did not do your proper pre-trip procedures and you need to purchase oil or antifreeze while on the road, **call maintenance first** to get authorization before you make any purchases. This enables us to log the necessary maintenance as a breakdown/problem. Although it may not seem like a problem to add oil or antifreeze, it is a potential problem that maintenance needs to be aware of.

When you submit the receipt, write on the receipt who you spoke to so it can be forwarded for payment.

Make sure you are doing a pre-trip (per green book procedures) before departing, making sure spare fluids are stocked. Reimbursement will not be made if maintenance has not pre-authorized these purchases. Thank you, Debby, Fuel Desk

It's Summer Time!

The ice and snow is finally gone, the sun is warming things up, but this brings new concerns to PROFESSIONAL drivers like you. Instead of having the ice and snow to contend with, we now have new, expanding, ever changing construction zones, detours, traffic congestion, delays, and the ever popular vacation traveler. Don't let your guard down. Be courteous, be patient, keep your cool. Don't let others cause you to make a mistake. Protect yourself, and protect all other highway users as well.

Think SAFETY, be SAFETY!

Drivers: When dropping trailers into ADDY remember to sweep them out before dropping. There is a dumpster in the drop lot that can be used.

Open Enrollment Period for 401K, Medical, AFLAC and Flex 125 Plans

The month of **June** is open enrollment for the **medical, prescription, AFLAC and Flex 125 plans**. During this time you may enroll for the first time or make changes to your existing plans by adding or dropping coverage. You may also add or drop dependents. All changes will be effective July 1, 2008.

Please also keep in mind that the plan year for the Flex 125 non-reimbursed medical and dependent care expenses ends June 30th. If you are currently enrolled, you will have 90 days beyond June 30th to submit receipts for claims incurred during the plan year (July 1, 2007 through June 30, 2008). Any money not used will be forfeited to the plan per IRS regulations.

If you wish to continue participation in the Flex Plan you MUST re-enroll in June for the new plan year beginning July 1, 2008. Please contact Human Resources for an enrollment form.

If you have any questions regarding this open enrollment period please contact Human Resources. Questions on your AFLAC policies should be directed to Karen at Lighthouse Insurance Group at 800-344-3531.

Open enrollment for the 401(k) Plan is beginning in June for a July 1, 2008, effective date. This enrollment period is for employees who are eligible but not currently enrolled. It is also for employees currently participating who wish to make changes to their deferral percentages or to meet with our 401(k) representative. If you are newly eligible to the 401(k) or if you have any questions about your existing 401(k), we encourage you to contact Vic Aellen to learn about the program and options available to you. You can call Vic at 616-871-6538.

The deadline for enrolling in the plan or making deferral changes is June 30th, 2008. Human Resources must receive your enrollment form by this date to ensure you are setup for the first payroll in July, 2008. Changes in deferral (other than changing your amount to zero), received after June 30th, will not be processed until the beginning of the next quarter.

If you are a newly eligible employee, you will receive a separate letter notifying you of your eligibility status. If you are interested in enrolling and wish to receive 401(k) information listing your investment options, please call Human Resources at 800-832-6682.