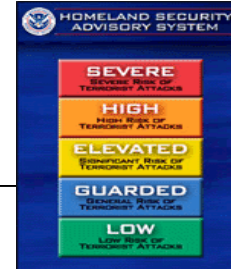


Hub Advisory

The Lansing Dispatch office is closed on Sunday through Tuesday from 0600 until 1800. Wednesday the office is closed from 0600 to 1100. Drivers can put packets/logs in the metal box up in the drivers lounge just inside the entry door. Thank you



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

Pssst....Have You Heard the Latest?

A couple of weeks ago our Advisory Board Members brought a concern to us that we feel needs to be addressed immediately. The Advisory Board has spoken to a few drivers as the issue comes up, but we believe it would best to handle this directly and from Senior Management.

The concern/rumor was that NTB is implementing a policy to get rid of its Senior Drivers in order to save money. **FOR THE RECORD, SENIOR MANAGEMENT HAS NOT CONSIDERED THIS IN THE PAST, NOR IS IT CONSIDERING IT FOR THE FUTURE.** NTB values and respects its Senior Drivers. There are several reasons why this would be a disastrous policy for NTB.

First of all, our Senior Drivers have helped build NTB and make it the successful company it is today. Our Senior Drivers have stood by us and with us during the good times as well as the bad. They have helped develop policy through their thoughtful and timely suggestions. They have helped to develop the good relationships we have with our long term customers. They add to the overall stability of our driving force. It is our Senior Drivers who step up to the plate and embrace change, even when the change is hard to embrace. Our Senior Drivers are the ones who train the “rookie” drivers and come along beside them to encourage them to “hang in there”. Our Senior Drivers, with their experience and knowledge of the industry, are our “go to” people. If our Senior Drivers can’t do it, it can’t be done!

Secondly, from a purely financial aspect, this policy would be disastrous. While our Senior Drivers do very well financially, they are also our high producers. Not only is the production high but the quality is high. NTB is second to none with regard to on time delivery. These are reasons why our customers continually come to NTB when they are in a bind. No one can do it better! There is no way we would even consider sacrificing this to make our payroll smaller. Several years ago, NTB made the decision to hire student drivers. This decision was made because it is so difficult to find quality experienced drivers. We felt and feel now that if we can use our Senior Drivers to train student drivers to become what our Senior Drivers are now, that would be a good thing. Thanks to our Senior Drivers, we have had a degree of success in this endeavor. We have gained some outstanding employees and drivers through our training program, but it has been costly at times. The turnover rate among student drivers is higher and there is a cost to recruit and train student drivers. While the cost is great, it would be devastating to replace our Senior Drivers with “rookies” just to save a little money in payroll.

Don’t think for a minute that NTB’s Senior Drivers are not valued and appreciated. Thanks for all you do! By-the-Way, Driver Appreciation is August 24-30. Look for announcements regarding all the activities.

2 Anniversary Dates:

Name	Date	Yrs
Aaron Busch	7-18	1
Jim Stradtner	7-19	6
Emery Phipps	7-20	12
David Pomeroy	7-21	2
Mark Ellsworth	7-21	1
William Gaertner	7-22	1
Jonathan Smith	7-22	1
Carlos Flores	7-22	1
Don Koetsier	7-24	3
Leo Lammers	7-31	2
Paul Kassin	7-27	1
Anthony Huett	7-30	4

NTB WELCOMES THE FOLLOWING NEW DRIVERS:

Derrick Cranford—NATI
Frederick Fisher—NANE
Charles Falconer—NANE
Donald Powell—NALT
Loren Shuman—NAGR

CONGRATULATIONS AND WELCOME TO THE NTB FAMILY!

Riding with Pride Award



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

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

Driver's Corner

Please keep the following employees in your thoughts and prayers as they deal with personal or family health issues or the loss of family or friends:

Leo Bryson
 Lawrence Cash
 Steve DeBolt
 Todd Fay
 Gary Holland
 Richard McClemore
 Russ Phillips
 Keven Pierce
 George Self
 Walter Van Rees & Family
 Norm Vernon
 Matt Webb
 Sattar Zaripov

Timeless Truth



Seek the Kingdom of God above all else, and live righteously, and he will give you everything you need. So don't worry about tomorrow, for tomorrow will bring its own worries. Today's trouble is enough for today.
 Matthew 7:33-34

FROM Nestle Purina:

On Saturday, July 19th from 7 am - 10 am construction will be taking place on the guard house. If possible, drivers should arrive before 7 am or after 10 am to pick up loads from the drop lot. After 10 am, drivers will have access to the drop lot 24/7 as always.

MORE ON SPEEDING

In a recent HUB article we told you that NTB has the capability of monitoring driver / truck speed. With that capability it has become obvious that certain drivers show a consistent pattern of speeding. Some drivers have already received their first warning regarding speeding, some are about to receive their second warning. If you get a third violation letter, the speed of your tractor will be reduced. Further discipline is possible.

Most of the highway speed violations we see are in Ohio and Illinois where the truck speed limits are 55mph. Not surprisingly, these are the same States in which drivers receive the greatest number of speeding tickets. We also see a significant number of violations on secondary roads, i.e. 50 - 60mph in areas posted at 35 - 45mph. This is not acceptable as well as dangerous.

We may not always agree with the regulations and laws, but we must obey them. By obeying the speed limits, you and NTB are less at risk for fines and accidents and our fuel costs are reduced.

Thank you for your cooperation!

Driver Appreciation Week is coming... Watch for more information to come!



GARAGE SALE



Moving Sale: July 25 & 26th from 8am—?. Furniture, Washer, Dryer, pool table, lamps, Antiques, pots & pans, 1950's collectibles & furniture, misc household. Teenager clothes and winter coats.

ADDRESS:
 8351 Peachtree Avenue,
 Rockford, MI.
 Questions? Call Cheryl
 616-799-0289

FOLLOWING DISTANCE / REAR END CONDITIONS

The importance of maintaining a proper following distance, based on conditions, can not be stressed enough. We all know that this is at times very difficult to do. It doesn't just happen, YOU must make a conscious effort to do it.

What is "Stopping Distance? It is a combination of three parts.

1. **Perception Distance** – The number of feet traveled from the time that an event occurs until the driver sees and recognizes the hazard. @ 60mph = approximately 132 feet (1.5 seconds)
2. **Reaction Distance** – The number of feet traveled from the point the hazard is recognized and the brake is applied. @ 60mph = approximately 66 feet (.75 seconds).
3. **Braking Distance**.- The number of feet traveled to actually stop the truck from when the driver hits the brake pedal @ 60mph = approximately 330 feet (longer than a football field).

Total stopping distance in this case = **528 feet!**

A car traveling at the same speed would need only **375 feet!**

Without maintaining the proper following distance you would have run over the car before you could stop!

At highway speeds you should maintain a minimum of a 6 – 7 second interval between you and the vehicle ahead. Granted this is sometimes difficult to do especially in heavy traffic, but you can do it if you try. For example if traffic is moving at 55mph and other vehicles keep pulling into your space cushion, run 1 or 2 mph less than the flow of traffic. People will continue to pull in front of you, but they will continue to pull away from you, thus helping you to maintain your space cushion.

Be alert for changing traffic conditions, watch for "stale" traffic lights, intersections, and on and off ramps. **ANTICIPATE** other drivers making sudden changes in direction or speed.

When the weather is bad, **SLOW DOWN** and **INCREASE** your following distance!
Never let your guard down, stay focused, stay alert.

Rear end collisions have the potential for tremendous amounts of damage, injury or death. They can be financially devastating to the company and to you. Remember, allow 6 – 7 seconds **MINIMUM** following distance at highway speeds.

BE ALERT, STAY CALM, BE COURTEOUS, BE SAFE!

Events, Michigan, Indiana, Ohio

Michigan:

Bike Time, Muskegon, July 18—20. Features Mayor Ride, Steel Horse Alley, Pro Hill Climb. Live Bands & concessions.

Byron Center Days Festival, 2008

July 24—27 www.byrondays.org

Event runs Thursday through Saturday with Sunday worship service at Bicentennial Park. Flea Market, 5K run, Battle of the bands, Farmer's Market & craft fair, car show, hot air balloon rides, food concessions.

Coast Guard Festival, Grand Haven,

July 25 thru August 3 www.ghcgfest.org. 5K & 10K road race, street dance, nightly entertainment, water ski show, Parade & fireworks.

Grand Haven Heirloom Tomato Festival, September 5 & 6

Music, food and fun for everyone! Come to downtown Grand Haven to taste wines and food from local farmers. There will be jazz music, cook offs and of course tasty dishes featuring the Heirloom Tomato

Indiana:

August 9 & 10, 2008

Evansville, Indiana

Collectors Carnival Antique & Flea Market in Evansville, IN is held at the Vanderburgh County 4-H Fairgrounds. This summer show features over 300 vendors in 8 different buildings and outside selling something for everyone – antiques & collectibles, arts & crafts, clothing, jewelry, tools, toys, sports items and specialty foods. Tour buses welcome. Free parking and handi-capped parking is available. Hours: Saturday and Sunday 9:00 am – 4:00 pm. Admission \$2.00 per person, children 12 & under are free.

For more info contact: [Collectors Carnival](#)

You can escape the epidemic

Staying at a healthy weight, losing just 5 to 7% of your body weight if you're over weight and getting 30 minutes of exercise every day can greatly reduce your risk of developing type 2 diabetes.

Talk to your doctor about a health screening for diabetes. If you are overweight, have a waist measurement more than 40 inches for men or 35 inches for women, are over 40 or have a family history of diabetes, you can be at increased risk.

The Key to Successful Lifestyle Changes

Whatever your goal, take an honest look at your current habits. Pick only one or two things that you are ready, willing and able to change and that will make the most impact. Then, think about these five things:

1. How long will it take you?
2. Is it easy to do in your everyday life?
3. Is it specific?
4. How often will you do this?
5. When will you do this?

Instead of vague statements like "I'll get more activity" or "I'll eat better," map out your goals with specific steps like this:

- ◆ For the next month (how long), I will take a 15-minute walk (realistic and specific) three days a week (how often), after lunch (when) OR
- ◆ I will eat a piece of fruit (realistic and specific) for breakfast and one for an afternoon snack (when) every day (how often) this week (how long).

Ohio:

Tipp City Mum Festival, September 26—28.

Festival featuring Mum Festival Queen crowning, 5K Run for the Mums, Cruise-in featuring antique vehicles, Mumkids Land, Bike Tour, Kiddie tractor Pull and Motorcycle Fun Ride and Show. Live Band and concessions provided.

Square Fair 2008, Lima OH

July 31 to August 2. Northwest Ohio's premiere three-day arts festival with food, continuous entertainment, farmers market, fine arts and crafts, children's art park and stage, and special events. Held in Town Square in downtown Lima. Expected to bring in thousands of patrons. Some big name acts to perform!

Address:

Town Square, Lima

Think before you drink

If you reach for a 12 ounce soft drink, a glass of lemonade, or a sports drink on a hot afternoon, remember that these thirst quenchers can contain anywhere from 150 to more than 200 calories.

Liquid calories, however, tend not to satisfy your appetite. People usually eat the same amount of food regardless of the calories they drink.

One reason may be that part of the satisfaction of eating comes from the taste, feeling and texture of food. Compared to beverages, solid foods provide more of the feeling of fullness which signals the brain to stop eating (especially if you eat slowly).

Quench your thirst with a glass of plain water and a slice of lemon. If you miss the carbonation of a soft drink, try flavored seltzer water with a dash of fruit juice.