

HUB ADVISORY



If you haven't already volunteered to work extra, we can use your additional volunteer hours. Those that have already started working extra, **THANK YOU!**

This week (Thanksgiving), there will be no perishable deliveries for Thursday pm/Friday am. Friday will be lighter than normal and Saturday will be normal for Meijer.

We expect to see Meijer and Target shipping heavy now through Christmas. We anticipate everyone not previously scheduled off to work Christmas Eve, Sunday, December 24th. As in the past, we will move the customer freight as early as possible and get all of our drivers home as soon as we can. We will **close early on Christmas Eve** and **reopen for business around 2000 on December 25th.**

For part-time or full-time drivers looking to earn a little extra for the holidays or holiday bills, the next four weeks are a great time to take advantage of extra income potential. If you have any questions or want to volunteer for extra work, please contact your Driver Relations Supervisor for more information.

Meijer Christmas Shipping Update

We were informed on 11/16 that Meijer has determined they will need to ship perishable deliveries on Christmas night. Prior to this, they were not planning on shipping perishables Christmas night.

This additional business will require us to open for business on 12/25, several hours earlier than originally planned. We are asking that any driver willing to volunteer to leave early on 12/25, should let Driver Relations know. I expect we will need drivers available starting at approximately 2000 12/25. As in the past, we will schedule volunteers first, then move into a first-in, first-out setup. Those drivers that were the first home for the holiday, will be expected to be available to report for work first on 12/25.

Our **contacts at Meijer apologize** for the change in business, but feel they need to make the additional deliveries to care for their guests and to assure product is available on the shelves.

Thanksgiving Day **IS** a **normal WORK DAY.** If you have not previously scheduled the day off, plan on working.



Timeless Truth...



Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you. Deuteronomy 31:6



November 22, 2006

Christmas



We are recruiting drivers to work on Christmas Eve day and Christmas night. We would like to have **all volunteers** working to allow those with families a longer down time over the Holiday. Please call Joel or Jason if you are able to volunteer.

Volunteers needed for:

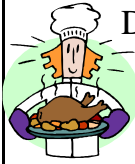
- ◆ Christmas Eve day - individuals willing to stay out later on longer runs.
- ◆ Christmas night - individuals to start in the evening running Meijer produce loads delivering at midnight or after.

Tractor Availability

You have probably seen several tractors out of service in Lansing; or you may have encountered a situation where you were asked to slip seat tractors. The majority of the tractors that are currently out of service are due to accident damages. A large number of deer accidents, guard rails, poles and building hits are the cause of the significant damage to our tractors. This is putting a serious strain on our maintenance team and in our ability to keep all our drivers in their assigned tractors. Your help in driving safely and watching closely for objects in your way will determine the success of maintaining a high level of tractors on the road. Our goal is to keep everyone in the tractors they are assigned to; help us, help you. Be cautious and drive safely!

Anniversary Dates:

Name	Date	Yrs
Jonathan Nowlin	11-26	2
Elvis Painter	11-29	12
Mike Labar	11-30	13
David Taylor	12-2	1
George Self	12-4	5
Ray Brown	12-5	3
Daniel Laine	12-6	4



Don't forget to enter the NTB Christmas Dinner giveaway. Entry forms were sent home with your 11-10 payroll check or you may pickup an entry form at any terminal. Enter only once!

Remembering...

This past week, we were informed of the passing of a former driver at the end of October, Tim Rice. Tim was previously employed by NTB for 15 years as a driver. Tim's employment with NTB ceased in October of 2005.

Specific details of his death are unknown.

MPSC / Intra State Authority

There will be some changes in our permitting process this year regarding MPSC and Intra State Authority.



Single State Registration is scheduled to end on January 1, 2007. It will be replaced with a system that is federally regulated and is known as Unified Carrier Registration (UCR). They will do away with the requirement to have the MPSC Decal for Michigan and Intra State Registration with Indiana, Illinois and Kentucky. As mentioned, it is scheduled to end on January 1, 2007, however, the system is not complete and ready to be implemented; so, as carriers, we are being told that the single State Registration may be extended for 2007, but they do not know for sure at this time.

As it stands now, we are not renewing any single State Intra permits. If they decide to extend the program one more year, the current permits will be extended into 2007, by one or two months so that Carriers will have time to renew them. We will leave the MPSC Decals on our equipment and you will not need to install new decals prior to Dec. 31st 2006. Cab cards will not be renewed at this time; however, the 2006 cab cards will need to remain in the permit books. As decisions are made by the Authorities, they will be keeping the Carriers informed as to what will need to be done. I will forward any information to you as needed.

IFTA (International Fuel Tax Agreement) has not changed in its process. Renewal application has been completed and the Decals are on order. When the IFTA decals arrive we will distribute them to be installed on to our units, as early as Dec. 1st, however, the 2006 Decals must remain on the unit until Dec 31st 2006.

Brian Pratt

Watch for the Newport and Target Holiday Warm-up. Joel will be serving the famous NTB chili. Yum!



FROM Debbi & Jennifer
GOLDEN PAPER CLIP AWARD:
 For outstanding neatness of paperwork, proper signatures on fuel slips and toll receipts and promptness turning in documentation—the Golden Paperclip Award for week ending **NOVEMBER 18th**, goes to **Roger Grasman**. Thank you and keep up the great work!

NTB WOULD LIKE TO WELCOME THE FOLLOWING NEW DRIVERS:

Donald Dowding—NTGA
 Jason Greene—NANE
 David Taylor—NAMI
 Jeffrey Town NTGA

CONGRATULATIONS AND WELCOME TO THE NTB FAMILY!

Wk Ending	Total Miles	Loaded Miles	Efficiency %
November 18	498,970	427,574	85.7%
November 11	479,431	415,050	86.6%
November 4	456,615	395,823	86.7%
October 28	454,991	393,846	86.6%

SAFETY NOTES

We are well into the fall season. With the fall comes the increased possibility of bad weather, holiday traffic, deer strikes combined with an increased business volume.

We must use extra caution when driving and be alert for increased hazards. Most accidents are a result of inattention and or fatigue. Stay focused on your driving and be sure to get your proper rest.

Be aware of your surroundings, **Get Out and Look** when maneuvering in tight spaces, don't change lanes or pass unless it is necessary, maintain at least a 6-8 second following distance at highway speeds, slow down by at least 10 mph on curves and ramps, and adjust your speed to road conditions.

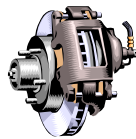
Be a true PROFESSIONAL! As a professional it is your job to ensure that you arrive at your destination safely and everyone around you does as well!

BE SAFE! BE COURTEOUS! BE PROFESSIONAL!

Brakes

Since the weather has recently turned cold again, drivers need to make sure that all wheels are turning before attempting to move a piece of equipment. Take the time to ensure there are not any locked brakes that could ruin a tire(s). If you have any problems with brakes not releasing properly make sure that you get maintenance involved.

Safety

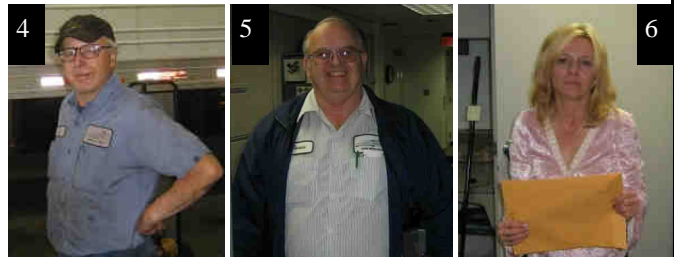
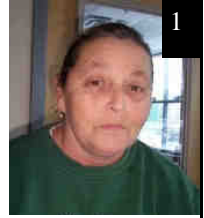


Name that Face

How many of these faces do you recognize?

Tips:

- #1 NAGR Driver
- #2 NALT Office
- #3 NALT Shop
- #4 NATI Shop
- #5 NATI Driver
- #6 NATI Office



Welcome



NTB would like to welcome our three newest mechanics at our Lansing Shop:

Mike Gardner, Nick Graham and Lance Hull.

Please introduce yourself and give them all a warm welcome!

Removal of Placards

Just a quick reminder, that once you have delivered (dropped) your load at any facility all placards must be removed.

Thanks for your cooperation

Safety

Idling Tractors

Entering the cooler season requires some help from you to better manage idling tractors. During the warmer months it was necessary to keep tractors running (idling) to keep cool. But now that the weather has changed to colder temperatures, tractors are equipped with a pro-heat or generator system. These systems allow you to keep nice and warm and comfortable **without idling the tractor.**

Please help conserve costs that can be turned into incentive payouts for all, by using the heating system on our equipment. If there is a problem or you are not familiar with how to use your system, make sure you get with maintenance to fix and/or explain how to use it.

Let's keep warm during our cooler months by using our cost efficient system that will save money and increase incentives.

Safety

TARGET Notes from Neal Mannel



Attention all Drivers:

As most of you are all aware, the months of November and December are our two busiest months of the year. As the volume and activity of the Target account increases, so does the potential for error. We would like to take a minute to remind everyone of some key areas to focus on during the Holiday Season:

- Pinlocks – Please follow all pinlock procedures at all times. Never assume anything when removing a pinlock and preparing to move a trailer. If there is a red pinlock on the trailer that is to be pulled out, please contact someone within the store to verify they are done with the trailer and it is safe to move. The pinlock system has been put in place to ensure everyone's safety. Safety is our first priority and any incidents will be taken very seriously.
- Be aware of Holiday traffic at and around our stores – As a contracted partner of Target we always expect our drivers to represent Target in an appropriate way. We understand guest traffic can be very hectic and frustrating at times, but please exercise patience. Guest experience is also very important to the Target brand. Please consider this as you interact with potential customers at the stores and on the roads.
- Avoid stopping or leaving a trailer unattended in any unapproved areas – During the Holiday season, the dollar value of Target's merchandise tends to rise. Consequently, we must be aware of any potential risk to the protection of our assets. If you are not sure which areas are approved for stop or drop, at please contact your dispatcher or Target dispatch.
- Always complete a pre-trip inspection sheet on each trailer – In the next two months, our fleet will get more use than at any other time of the year. Increased use along with the cold weather often causes our maintenance issues to pop up. By completing these forms, it will allow us to stay on top of repairs that need to be completed.
- Feedback – Our goal is to build a successful and profitable partnership for both Target and our carriers. To ensure the success of our carriers we need feedback from our drivers about things we can change to make the job more efficient or enjoyable. Please communicate any feedback through your dispatcher, the Target dispatch team or your pre-trip form. We will do our best to address your concerns.

We would like to thank all drivers for their contributions. T-587 is among the top 3 Target distribution centers in terms of on time deliveries. We could not reach such a standard without the dedication of all our drivers.

Importance of Communicating with NTB Dispatch

Drivers, NTB Dispatch is manned 24/7. When you encounter a problem on the road, have an emergency or a problem with your PeopleNet System, please call dispatch. Our 800 phone number is there to assist you. You can dial this 800 number from any pay phone in the country, free of charge. If you don't have a cell phone, Rest Areas and way-side stops as well as fuel stops have pay phones. Some of our customers have phones available for drivers also. Please don't wait for NTB Dispatch to try and track you down, call as soon as a problem arises! 1-800-968-6622.



Remember...

To take all personal items out of your assigned tractor when going on your bid day off. Personal items include, but are not limited to, Green Books, Log Books, maps, etc.

Corner Store

Special: Tee shirt sale \$5.00



Don't forget to pre-order your NTB Winter Jackets now. Call Paulette in Lansing to order.

Answers to Name That Face

1. Edna Holdridge NAGR Driver
2. Kristin Donbrock, NALT HR
3. Jacob Colestock, NALT Shop
4. Lou Zawada, NATI Shop
5. Jim Ballard, NATI Driver
6. April Sizemore, NATI Recruiting

Open Enrollment Period for Dental, Vision & Life Insurance

The month of **December** is open enrollment for the Dental, Vision and Life Insurance. 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 January 1, 2007.

If you have any questions regarding this open enrollment period please contact Human Resources. Thank you.

Sent from Henry 11-12

Ladies and Gentlemen,

It looks as though we have blown the lid off our previous all time high in mileage for a week. This week traditionally is the biggest week of our year but it looks as though it is a new record. I am sure that everyone has contributed in a **major** way to this mark. I want to thank everyone for your diligent effort. We have many weeks of opportunity before us. Please be safe and concentrate on the details. This will reduce the stress and increase the level of success for the team.

Thanks again! Henry

Pie Slice Nutritional Information

Sweet Potato Pie—243 Calories, 13g fat

Pumpkin Pie—316 Calories, 14g fat

Apple Pie—411 calories, 19g fat

Mincemeat Pie—477 calories, 17g fat

Pecan Pie—503 calories, 27g fat



Add 89 calories and 6g of fat for one scoop of ice cream. Add 104 calories and 11g of fat for two tablespoons of whipped cream.

401K Open Enrollment, January 1, 2007

Open enrollment for the 401(k) Plan is beginning in December for a January 1, 2007, 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 616-698-9844 X109.

The deadline for enrolling in the plan or making deferral changes is December 31, 2006. Human Resources must receive your enrollment form by this date to ensure you are setup for the first payroll in January, 2007. Changes in deferral (other than changing your amount to zero), received after December 31st, 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.

Thank you to Tom Hillard



This past week, I received three requests for issuance of a Thumbs Up Award for the same driver. I always enjoy seeing this driver when he comes into the office; he's always cheerful, upbeat and has a positive attitude. Needless to say, I was more than eager to give him a Thumbs Up in addition to giving him special recognition.

Last week, Tom Hillard gave up his tractor so a team whose tractor broke down while en route to Texas, could complete their run. He did not complain; he knew the importance of the team run. Words like "team work", "willingness to go the extra mile", "ride with pride" and "one of a kind driver" were in the requests for the Thumbs Up Award. Tom deserves special recognition, he is a top notch driver! Thank you Tom!

Dee's Perfect Holiday Dinner

Roasted Turkey

1—8 to 10 lb turkey
Salt and pepper
1 medium onion, quartered
1 head garlic, halved
Several sprigs fresh herbs; thyme, parsley, rosemary & sage
2 bay leaves
8 T unsalted butter (1 stick melted)



Adjust oven to lowest rack. Prepared oven to 325 degrees. Remove turkey parts, rinse bird and dry with paper towel inside and out. Salt and pepper inside the breast cavity and stuff the onion, garlic, herbs and bay leaves inside. Set the bird on a roasting rack in roasting pan; brush generously with half the butter and season with salt and pepper. Tent the bird with foil.

Roast turkey for 2 hours. Remove the foil and baste with remaining butter. Increase oven temperature to 425 degrees and continue to roast until an instant read thermometer registers 165 degrees F in the thigh of the bird (about 45 minutes longer)

Remove turkey from oven and set aside to rest for 15 minutes before carving.

Fancy Green Beans

2 T Teriyaki Sauce
1 T honey
1 T butter
1 T fresh lemon juice
1-1/2 lbs fresh green beans
2 slices bacon
1/2 c red bell pepper strips
1/2 c thin onion wedges
1/2 c whole cashews

In small bowl, stir together the teriyaki sauce, honey and butter. Set aside. Fill a separate bowl with cold water and ice cubes.

Bring a large pot of water to a boil and add the lemon juice. Drop in the beans and cook for 4 to 5 minutes until beans are bright green. Drain beans and plunge them into iced water. Drain again.

In skillet, cook bacon until very crisp, crumble and set aside. Sauté the bell pepper and onion in the hot bacon fat for 2 minutes. Add the beans, cashews and bacon to the skillet. Add the teriyaki-honey sauce and toss gently.

The Rivalry

Last week, Grand Rapids office employees had a Thanksgiving potluck. Everyone brought goodies and we had a feast. Joel proclaimed he needed to “go get the camera to take pictures of the spread to send to Jason”.

Apparently there is a rivalry between Jason (Tipp City) and Joel (Grand Rapids) on whom has the best potlucks. The picture to the right was submitted by Jason who requested I put it in the HUB. HA! And the rivalry continues.... (and you thought it was Ohio VS Michigan)



Sage, Sausage and Apple Dressing

1 16 ounce bag stuffing cubes
6 T unsalted butter, plus more for greasing the pan and topping
1 lb fresh sage sausage, casing removed
1 medium onion, chopped
2 cooking apples, such as Gravenstein, Rome or golden Delicious, peeled, cored and chopped
1 to 2 ribs celery with leaves, chopped
1/2 t kosher salt
3 cups chicken broth
1/4 c chopped fresh flat-leaf parsley
1/2 c walnut pieces, toasted
2 eggs, beaten

Preheat oven to 325 degrees F

Put the stuffing cubes in a large bowl and set aside. Butter a 3 quart casserole dish.

Melt 2 tablespoons of butter in a large skillet over medium - high heat. Add the sausage and break up with a wooden spoon. Cook until it loses most of its pink color, but not so much that it's dry, about 5 minutes. Add the sausage and pan drippings to the stuffing cubes. Melt the remaining butter in the pan. Add the onion, apple, celery and salt. Cook until the vegetables get soft, about 5 minutes. Add the broth and parsley and bring to a boil.

Pour the vegetable mixture over the stuffing cubes and toss until evenly moistened. Mix in the walnuts and eggs. Loosely pack the dressing in the prepared pan and cook uncovered until the top forms a crust, about 40 minutes. Drizzle about 2 tablespoons of turkey pan drippings or melted butter over the top. Cook until the top is crisp and golden, about 20 minutes more.

Serves 8 to 10.

Tips: Put the dressing in the oven during the last hour of cooking the turkey.

NOTE: To toast nuts, spread them out on a baking sheet and toast in a 350 degree F oven until golden, about 7 minutes.

Next few HUB Advisories...
watch for cookie and candy
recipes from Dee.

