



HUB ADVISORY



We are pleased to announce our relationship with **Meijer** remains a strong partnership. In our continuing efforts to remain competitive and provide excellent service, there are a few changes coming. In early 2008, Meijer will be taking over service of six stores in the metro-Detroit area. Meijer services the bulk of the inbound business from this area, so this is a good fit for them. In contrast, the back-haul market has been a challenge for us to balance the need to fill the empty miles while maintaining a flow of power to support the outbound need. This power balance has kept us from successfully improving the efficiency in this market.

In contrast, there are some areas that will allow us to be more efficient both in the servicing of our customer as well as generating improved expense/income for Meijer and NTB. As part of this initiative, NTB will begin to service stores 226 in Rockford and store 232 in Muskegon in the west Michigan market. These additional stores will create a great opportunity for increased efficiency into an area where we have high volumes of outbound business. In addition to these stores, this change positions us to support additional new store openings coming in the spring and summer in the south. Watch for information in the next few weeks on these additional stores.

These store service adjustments position NTB to make gains in our loaded miles, as well as improve our service to Meijer. We believe these changes will make us a stronger and more diversified carrier, while servicing our core customers at a higher level than ever before.

Thanks, Dave

NEW: Driver Relations Email Box

As most of you read through the Peoplenet message sent out last week, we have added a new option in your corporate freeform. It's a "Driver Relations" option for emailing. Continue to use the Dispatch freeform option for dispatch concerns. Please use the new Driver Relations option for any needs you have with Driver Relations. This was done to assist Joel and Jason in caring for you when one of them is not available. It will allow them to help each other out with any issues you may be having while you are on the road. You also will be able to email them from your home computer as well. The email address is: driverrelations@ntbtrk.com

Thanks, Dave



December 19, 2007

Holiday Hours for Maintenance Shops

Lansing: The shop in Lansing will close at 1800 Christmas Eve and reopen at 1800 Christmas Day.

New Years Eve & day we will operate as normal.

Merry Christmas, NALT Maint.

Tipp City:

The shop will be open on the 24th of December until all units are out and under way approx. 18:00. We will be closed for the remainder of the evening then reopen on the 25th of December at 21:00 to start getting ready for drivers coming back to work. The 31st we will be open as normal.

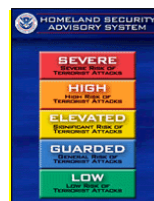
Merry Christmas, NATI Maint.

Holiday Lunches:

Tipp City Terminal—
Friday, December 21st—
Noon



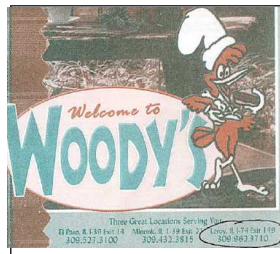
Christmas Warm-up:
Newport, Wednesday,
December 19th 11am—
4pm AND Thursday, De-
cember 20th, 7am—2pm.
Serving breakfast and
lunch: **Newport Mara-
thon**—lower level



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

Anniversary Dates:

Name	Date	Yrs
Jason Woiron	12-23	1
Stephen Hale	12-24	2
David Gardner	12-28	2
Steve Kubiak	12-28	2
Ken Dalga	12-30	1
Chris Schulz	12-30	8
Jacob Fink	12-31	2
Jimmie Lowe	1-2	4



Great Places to Eat on the Road



From **Elvis Painter**
Woody's, Leroy, IL,
I74, Exit 149

Driver's Corner

2

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	Russ Phillips
Christina Hershey	Keven Pierce
John Hill	Richard Purdin
Gary Nickell	Leslie Teague

'TIS THE SEASON

The Christmas Holiday season is a time of joy and reflection for many people. In addition, for us at NTB, it is also a time of an increased work load, and additional hazards, including increasingly bad weather.

Drivers, you must stay alert and pay attention to your surroundings. There will be increased traffic at many of your delivery points and additional obstacles, such as snow, ice, and additional vehicles in dock areas. Be patient, take your time, get out of your tractor and check the area that you are maneuvering in. The G.O.A.L Principle!

The roadways will have additional traffic and the potential for extreme driving conditions. Plan ahead, take your time. Slow down to a speed that you can maintain control and stop safely. Increase your following distance; stay as far back as possible from the vehicle in front of you. Keep windows and mirrors clean. Do not pass another vehicle if only to gain a couple of extra miles per hour. It is not worth the risk.

DRIVE PROTECTIVELY! HELP TO INSURE THAT EVERYONE HAS A SAFE AND JOYOUS HOLIDAY!

**Drivers, Please be certain to turn in your bills with your packets
Thank you**

Driver Notes



FROM BILLY DOVER:

THERE IS A **NEW SCALE** AT THE LANSING MEIJER. THEY ARE LOCATED BY 86 ON THE DRIVE THAT RUNS IN FRONT OF 86 BETWEEN 86 AND THE BACK GATE. YOU HAVE TO BE GOING TOWARD THE BACK GATE TO GET ON THEM.

NTB WELCOMES THE FOLLOWING NEW DRIVERS:

Beverly Ball—NATI
Steve Elleman—NATI
LaLonde, Michael—NALT
Marquardt, Eric—NATI
Gregory Smith—NATI

CONGRATULATIONS AND WELCOME TO THE NTB FAMILY!

2008 Driver Vacations

Driver Relations will be scheduling vacation requests for the year 2008, (excluding 11/14 through 11/22). Vacation request forms will be accepted January 1st through January 31st, 2008, and should be sent to Jason or Joel. You may obtain a Driver Vacation Request Form at any NTB terminal.

Vacation time for the next 12 months will be scheduled based upon seniority and availability. You will receive notification with your February 15th paycheck, **if** we are unable to grant the time off requested. After January 31, all vacation requests for 2008, will be granted on a first come, first serve basis.

Please see pages 16—17, in the Driver Pay and Benefit Book for a detailed description of the Driver Vacation Policy.

In addition, please contact Jason or Joel if you have questions or are unable to locate request forms. Thank you, Jason & Joel



Timeless Truth...



For to us a child is born, to us a son is given, and the government will be on his shoulders. And he will be called Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace.

Walking Around the Block

Get out your pedometers and see if these numbers add up for you:

- ◆ The average person walks nearly three times around the globe in his or her lifetime
- ◆ The Hoover Vacuum Co., says the average person walks 18 miles a year vacuuming the house
- ◆ If you walked at a steady pace of three miles per hour nonstop day and night, it would take you almost a year to walk the equator (25,000 miles).

Riding with Pride Award



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

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

Congratulations...

Congratulations to Maintenance Trainer, Bruce Capelin and his wife Christy, on their recent choice to foster/adopt two children ages 4 and 9. They have A NEW family just in time for the holidays!

December 17, 2007, Nieva Flagel, grandmother of Rick, Greg, and Kurt Koster, passed away at the age of 96. A memorial service is going to be scheduled for a later date and once we know that information we will pass it along to everyone.

Please keep the family in your thoughts and prayers at this time.

ARE YOUR WHEELS ROLLING?

Every winter NTB pays out thousands of **YOUR** dollars to replace tires on both tractors and trailers that have been “flat spotted” or blown out because they were dragged. In the cold weather it is not uncommon for brake shoes to freeze to the drums. Before you move your equipment, be sure that **ALL** of your wheels are turning freely. Pull forward **slowly** making an “S” check your mirrors to be sure that all wheels are turning. If they are not rolling what can you do?

1. Try applying and releasing the brakes.
2. Rock the vehicle back and forth.
3. Set tractor brakes release trailer brakes and strike frozen drum with a hammer
4. Have a spray bottle of “Brake Line Antifreeze” and spray on frozen shoes and drum. (inside)
5. Repeat.
6. **If you are still unable to free brakes contact maintenance.**
7. To help prevent problems with frozen brakes before you park **gently** pull down on the hand valve while you are moving to heat and dry the brakes.

PAY ATTENTION!!!!

PROCEDURE FOR HOOKING TO A DOCKED TRAILER AT MEIJER COMPLEXES AND MEIJER STORES.

- A. Back up to the trailer so the 5th wheel is just ahead of the trailer.
- B. Get out of the truck, walk to the back of the trailer and look up underneath, between the trailer and the dock to see if the dock plate is pulled and the dock door is closed.
- C. Back up underneath the trailer (**at Meijer complex, when green light is on**) and finish hooking both air lines and light cord. Perform your “pull test” to check for proper 5th wheel hook.
- D. Get out and do a visual 5th wheel check by looking to see if the handle is fully engaged and that there are no gaps between the fifth wheel and the trailer. Finally, look under the trailer into the “jaws” of the 5th wheel to see if it is fully locked. This may require the use of a flash light.
- E. Crank up the dolly legs completely.
- F. Pull the wheel chock out from under the trailer tire.
- G. Look under the trailer again to make sure the dock plate is still removed and the dock door is closed.
- H. Pull the trailer away from the dock and complete a pre-trip inspection (See **Maintenance Section of this Driver’s Manual**).

Reminder: Once this procedure is complete, before doing any paperwork, pull the trailer away from the dock to keep anyone from putting the dock plate back in or entering the trailer.

Fun Facts and Interesting People...

State Mottoes

Can you match these mottoes with their States? (Some of them are translated from the Latin).

- | | |
|----------------|---|
| 1. Alaska | A. In God we trust |
| 2. Connecticut | B. He who transplanted still sustains |
| 3. Wyoming | C. Ever upward |
| 4. New York | D. Nothing without providence |
| 5. Arizona | E. North to the future |
| 6. Colorado | F. If you seek a pleasant peninsula, look about you |
| 7. Florida | G. God enriches |
| 8. Michigan | H. Equal rights |

Answers: 1E; 2B; 3H; 4C; 5G; 6D; 7A; 8F



Custom Rearview mirror for prevention of accidents

Custom NTB Green Paint

Light for dark places (Doesn't need to be in the dark any longer than necessary)

DOT approved horn and bell for those "get out of my way" incidents

Making Health Resolutions

Dr. Donnica Moore offers these healthy resolutions for the New Year:

I will

1. Give myself and my family the gift of a healthier lifestyle
2. Give myself the gift of a healthy breakfast each day.
3. Give myself the gift of stopping my unhealthy behaviors (smoking, etc).
4. Wear my seat belt religiously.
5. Increase my water intake.
6. Take my necessary vitamins and supplements
7. Practice proper dental hygiene.
8. Have my annual physical exam.
9. Practice monthly self exams.
10. Increase my daily activity and enjoy it.

The Lansing Shop presented this "custom built WALKER" to Tom Mahar as a Christmas Gift.

Don Emenhiser had the following insight on Tom's newest form of transportation:

We go through different stages as guys; first we have to get the bike with the card in the spokes and be proud if yours is louder than your friends. Next we get our first car and shine it up and go cruising around town. That takes up most of our lives, just cruising around town and then we get our ultimate ride and at this stage, we no longer go cruising. It is better known around the home as "Scouchin down the hall". Tom has out done all his friends with his new Scouchin-ride.

Cold Turkey is Best

If one of your New Year's resolutions was to quit smoking, the researchers at the Comprehensive Cancer center at Ohio State University say it's better to quit cold turkey rather than gradually reducing the number of cigarettes you smoke. According to a study, when smokers cut back, they alter their smoking habits by taking longer drags and smoking more of the cigarette before putting it out. Ironically, this can lead them to consume more smoke, carbon monoxide, nicotine and other cancer-causing ingredients. "Millions of people want to quit and they often see cutting back as the first step in a long-term strategy," said Karen Ahijevych, an associate profession of nursing. "Unfortunately, our research suggests that this may be giving them a false sense of security."