

RELAY

Information dedicated to the enhancement of Transload Services to the shipping public.

TDA ANNUAL TRANSLOAD CONFERENCE April 23 – 25, 2012

*“Then I’m walking in Memphis with my feet
10 feet off of Beale. Saw the ghost of Elvis on
Union Avenue...” — Marc Cohn*

Join us in Memphis, Tennessee, home of Elvis, the blues, barbecue, and the parading ducks of the Peabody Hotel!

The Transload Distribution Association is pleased to announce the preliminary agenda for our annual transload conference which will be held for the first time east of the Mississippi River! Memphis is one of only three cities in the United States that is served by five (5) major railroads and executives from all five of these railroads have been invited to attend our annual session.

Confirmed speakers include Kyle Hancock, Vice President Industrial and Ag Products, CSX, Dr. Robert Martinez, VP of Industrial Development for the Norfolk Southern Railway, and Roquita Coleman, Solutions Manager for the Canadian National and current president of the Memphis World Trade Club.

Attendees will learn why Memphis is a hub of all modes of transportation from rail and truck to river barge and air freight. Several major rail shippers have been invited to attend as Memphis is home to corporate or regional offices of Cargill, International Paper, CH Robinson, among others. Topics to be covered at the annual event

are the latest updates from the trucking industry, current curriculum and education processes at leading universities and the use of social media (*Facebook, twitter, Linked in*) in the transportation industry.

Other events and sights available will be a golf tournament at Mirimichi, Justin Timberlake’s eco designed golf course, a visit to Graceland, watch the parading ducks in historic Peabody Hotel, and listen to blues and jazz at the numerous bars on Beale Street located just two blocks from TDA’s central location in the Doubletree Hotel, 185 Union Ave, Memphis, Tennessee.

Special TDA rates are available at the Doubletree Hotel in Memphis. Save money by sending in your conference registration before the end of December, 2011 with our earlybird fees! We encourage you to make your reservation early to guarantee our special TDA conference rate at the hotel by calling 901-528-1800 identifying yourself as a TDA conference attendee. The conference rate is \$135 per night plus taxes. In and out valet parking will be available for \$10.00 per night.

Our conference committee has planned an excellent meeting. We look forward to seeing you in Tennessee!

JONATHAN LAMB, TDA PRESIDENT

WALT SANDERS, TDA VICE PRESIDENT



"WALKING IN MEMPHIS..." MARC COHN
TDA ANNUAL CONFERENCE REGISTRATION
April 23-25, 2012

Name: _____ Title: _____

Plus One: _____ Title: _____

Company: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

TDA MEMBER: \$425 (BEFORE December 31, 2011 - \$375) \$ _____

Plus 1 (Spouse, Coworker): \$325 (BEFORE December 31, 2011 \$275) \$ _____

NON-MEMBER: \$525 (BEFORE December 31, 2011 \$475) \$ _____

\$25 Contribution for Transload Sponsored Social \$ _____

YES! I am interested in golf on Monday, April 23, 2012, at the
Mirimichi Golf Club - \$75 per person \$ _____

YES! Please send me information on Memphis Tour Programs

TOTAL AMOUNT: \$ _____

CHECK ENCLOSED
YOUR COMPLETED REGISTRATION FORM IS YOUR INVOICE

YOU MUST MAKE YOUR OWN ROOM RESERVATIONS BY MARCH 23, 2012
DOUBLETREE HOTEL . PHONE 901-528-1800
185 UNION AVENUE, MEMPHIS TENNESSEE - TDA RATE: \$135 PLUS TAX

SEND THIS REGISTRATION FORM TO:

TRANSLOAD DISTRIBUTION ASSOCIATION
1980 Willamette Falls Drive #120-282 • West Linn, OR 97068
Tel: (503) 656-4282 • Fax: (866) 347-9933
Email: browngn@comcast.net • Website: www.transload.org

UNITED WAREHOUSE & TERMINAL LOGISTICS

United Warehouse and Terminal Logistics is a full service, customer-centric provider of integrated logistics solutions supported by up-to-date technology and information systems, servicing some of the most respected companies in the world for over seven decades. Located in some of the best and most accessible areas in Memphis, UWT Logistics has over 1,000,000 sq. ft. of public warehouse space that is broken down between 5 facilities all within a 12 mile radius. The construction of the facilities is a combination of masonry, concrete, and steel exterior. All buildings are protected with sprinkler systems and ADT central station alarm systems. In addition to the ADT's and alarm system, there is an after hour security patrol which monitors each building with detailed reporting.

UWT Logistics facilities are all within 10 miles of the busiest cargo airport in the world and within 12 miles of all 5 major railroads (BNSF, UP, CSX, NS, and CN).

UWT Logistics knows that transportation work is challenging sometimes and believes that they can experience fulfillment in their work by partnering with strategic companies who need logistics services and then by striving to help them with the implementation of time, knowledge and logistics resources.

UWT Logistics hopes that with their diligent and excellent work they will achieve goals within the parameters of a partnership, and will become more than just partners...*they hope to be good friends!*

HERE ARE JUST A FEW OF THE SERVICES THAT UWT LOGISTICS CAN PROVIDE:

- Warehousing – public and contract
- Warehouse Management System (real-time)
- Inventory Control: powered by Manhattan Associates - Cross-Docking
- EDI / Web based ordering
- Bar Coding - Same Day Shipping
- Labeling, Kitting, packaging and other Value Added
- Services - Pick and Pack
- Transportation Management
- International Freight Forwarding (ocean, air or ground)
- Domestic Freight Forwarding (LTL, FTL, Rail or Small Parcel) - Small Package Processing



TDA member **Allan Bowden** joined UWT in 2008 with many years of experience in the transportation industry and has served in various roles including account manager and operations. He currently serves as Transportation Manager in Memphis. In 2010 UWT secured motor carrier authority with FMCSA and is now expanding to serve not just its own tenants, but also all international or domestic shippers via boat, truck or rail. **Allan** also participates in UWT's business development by marketing UWT's assets and capabilities to prospective warehousing and transportation customers.

Allan reflects, "*Partnership refers to how we view all of our customers. We want to relate to and communicate with our customers as though we are teammates. If we see ourselves as an extension of each of our clients, then we will treat them exactly like we would treat ourselves. And when our customers succeed, then we too will succeed if it is viewed through the perspective of partnership.*"

Another TDA member, **Roy Delao**, serves UWT as vice president international. In 1992, after several years work as a transportation director for large industries in Texas, **Delao** founded AMSER Logistics, a third party company helping companies shipping in and out of Mexico. AMSER merged into UWT in 2009 and in his capacity as Vice President International Roy adds a complement of services to benefit international shipments.

While you are in Memphis **Allan Bowden** and **Roy Delao** invite you to visit their facilities and see first hand how **UWT Logistics** will go the extra mile to make sure your product is handled and delivered with care.

FOR ALL TRANSPORTATION RELATED QUESTIONS CONTACT:

Allan Bowden, Jr.

(901)531-7900 ext. 128

abowden@uwtlogistics.com

Roy Delao

(214) 620-1748

rdelao@uwtlogistics.com

FIRST UNION RAIL

First Union Rail operates one of the largest and most diverse railcar leasing companies in North America and has a solid industry reputation for providing superior equipment and exceptional service. A subsidiary of Wells Fargo, one of the largest bank holding companies in the United States with \$1.2 trillion in assets, First Union has successfully combined the financial strength and expertise of the bank with one of the industry's largest privately owned fleets. First Union Rail offers a variety of customized finance and operating lease structures, as well as marketing and transportation management services. They offer a wide selection of box cars, covered hoppers, gondolas, open-top hoppers, flat cars, tank cars, intermodal equipment and locomotives. Their staff has decades of experience in the rail leasing and transportation industry and is committed to delivering the right equipment to solve transportation needs.

First Union offers a variety of finance structures: **Operating leases** are typically shorter term arrangements (generally under seven years), covering both new and existing, owned and managed rail equipment. These agreements are structured as a fixed rate rental or car hire arrangement.

- **Net Lease:** Lessee is responsible for maintenance, insurance, and taxes.
- **Full Service Lease:** Lessor is responsible for normal wear and tear maintenance.
- **Car Hire Arrangement:** railcars generate hourly and mileage earnings while on railroads.

Finance leases are longer term, of ten to twenty+ years. They cover new equipment, where the lessor's interest is financial. Generally, Lessee assumes responsibility for maintenance, taxes, and insurance. Lease transactions can be structured for a single investor or leveraged. The lessee may have early buy-out, renewal and purchase options.

Sale/Leaseback — Used rail equipment is purchased from a lessee by First Union Rail. Title passes from user to First Union Rail and equipment is then leased back to the company. This transaction encompasses a modification, upgrade, or rebuild of the equipment prior to being leased back to lessee.

Portfolio Acquisitions — First Union Rail purchases rail equipment from financial institutions, builders, equipment lessors, railroads, and shippers.

Asset Sales — First Union Rail sells assets from its railcar fleet to meet strategic objectives. A bid package is prepared and forwarded to potential buyers.

Lease/Sublease — This involves leasing equipment from a third party (financial institution, railroad, or shipper) and subleasing it to the ultimate end user.

Loans — First Union Rail offers loans secured by equipment. New and used equipment is available for consideration. Terms vary by transaction.

MANAGEMENT SERVICES

First Union Rail offers clients an array of services:

Approval and payment expenses - Bi-lateral negotiations - Billing and collection - Car hire audits performed on a scheduled basis - Car registration and industry filings - Car tracing - Inspections/ Appraisals - Insurance - Logistics reporting - Marketing services - Maintenance and repairs, constantly audited to ensure accurate billing - Monthly management reports customized to meet customer requirements - Property tax preparation Regulatory Filings, as required - Railroad/Private car marks available as needed

MARKETING SERVICES

TDA Members, **Dennis Daniels** and **John Burnside** have experience marrying customers and equipment. **Daniels** has been Regional Vice President Sales – Western Region since 1996, coming to First Union from the USL Capital acquisition. **Dennis** has 30+ years of railcar leasing experience and has leased cars to many TDA members through the years. **Burnside** as Director of Sales, Western Region, is responsible for existing and new customer development in eleven Western States. Prior to joining First Union, **John** held positions with UP and SP Railroads as well as GE Capital Rail Services/BRAE. Collectively, they place thousands of new and existing railcars into productive service each year. Transactions are arranged for all types of equipment including general purpose railcars, locomotives and intermodal equipment. They also have a network of contacts and resources to locate the exact type of equipment a customer desires, and if appropriate modify it to meet required specifications. **Daniels** and **Burnside** can often enhance the value of under-performing or obsolete equipment by upgrading, modifying, or rebuilding the asset.

FOR MORE INFORMATION CONTACT:

Dennis Daniels, Rosemont, Illinois

(847) 384-5332

Dennis.daniels@firstunionrail.com

John Burnside, San Ramon, California

(925) 736-4955

John.burnside@firstunionrail.com

INFORMATION ON TYPES OF RAIL EQUIPMENT BY COMMODITY

AGGREGATES

Small Open Top Hoppers
PD Covered Hoppers
Plain Gondolas

CEMENT

Small Covered Hoppers
PD Covered Hoppers

CHEMICALS

Tank Cars
Small Covered Hoppers
PD Covered Hoppers

COAL AND COKE

Coal Hoppers
Coal Gondolas

ETHANOL

Tank Cars

FERTILIZER

Large Covered Hoppers
Tank Cars

MOTOR VEHICLES PARTS

Autoracks
Box Cars
Flat Cars

FOOD PRODUCTS

Large Covered Hoppers
PD Covered Hoppers
Tank Cars

GRAIN

Large Covered Hoppers

LUMBER AND WOOD

Centerbeams
Box Cars
Flat Cars

LIQUID PETROLEUM PRODUCTS

Tank Cars

METALS

Plain Gondolas
Coil Gondolas
Flat Cars
Box Cars
Small Open Top Hoppers
Coal Hoppers

NON-METALLIC MINERALS

Small Open Top Hoppers
PD Covered Hoppers
Small Covered Hoppers
Large Covered Hoppers
Plain Gondolas

PULP AND PAPER

Box Cars

STONE, CLAY, GLASS

Small Covered Hoppers
Large Covered Hoppers
Box Cars

SCRAP METAL

Plain Gondolas

PLASTICS, RESIN

Plastic Pellet Hoppers

WOOD PELLETS

Large Covered Hoppers

PROPER BLOCKING AND BRACING IS IMPORTANT FOR ALL CARGO

When Shippers fail to block and brace their shipments properly this can result in numerous problems such as damage to the cargo, damage to the equipment and accidents that can cause injury or death!

Shippers do not always understand all the forces cargo may be subjected to in containers or box cars. For example a ship at sea encounters many types of motion: rolling from side to side, pitching from front to back, surging forward, heaving up and down and yawing in irregular motion. Ocean going cargo is required by COGSA regulations to be able to survive most classes of storms.

However, cargo is also impacted by domestic transport. Many of the same forces which play on cargo at sea occur on equipment while the cargo is transported by truck, railroad or air. A tragic example sites an 18-wheeler that careened off an overpass onto a downtown Dallas freeway, crushing a vehicle on the street below. When investigating the accident officials said it was possible a load of metal bearings and pipe the trailer was carrying shifted as it rounded the elevated ramp causing the truck to topple crushing a car below. Both the truck driver and passengers of the car were killed.

When cargo is not properly blocked and braced, accidents are likely to occur. These accidents can cost millions of dollars as well as result in the loss of life. *Inspect all loads and educate all employees on the need to properly block and brace all cargo, no matter how long or short the haul.*

SEVEN THINGS LEADERS CAN DO TO HELP AVOID LEGAL CLAIMS

Like it or not, being a member of company leadership brings a number of responsibilities and risks with regards to labor and employment issues. Here are seven basic considerations for leaders to keep in mind to help prevent problems. While these are good guidelines, if you have any doubts consult with your attorney.

1. Check the Bargaining Agreement

If you have union workers and there is an issue, the Bargaining Agreement will control if the issue is covered by the terms. Both the company and the union need to abide by the Agreement, so be sure what the Agreement says or doesn't say.

2. Follow procedures

The company should have discipline procedures as well as safety and conduct guidelines for employees. Make sure to follow the procedures with all employees – union or otherwise. Inconsistency can lead to discrimination claims.

3. Know your rights

The source for the company's freedom to act is the Management Rights clause in the Bargaining Agreement. Checking the clause should be a first step in deciding whether to take unilateral action that may impact union members.

4. Pay correctly

For both union and non-union workers, making full payment on time is a must. Both the Bargaining Agreement and state and federal law will require it, and errors in payment can lead to extremely costly claims for unpaid wages.

5. Careful what you say

When leadership speaks, the typical rule is that leadership is speaking for the company. When dealing with employees, think about what you say before you say it. Also, management can be individually liable for discrimination or retaliatory acts. When you're careful what you say, you protect yourself along with protecting the company.

6. The company knows what you know

As leadership, what you know can easily be imputed to the company. For example, if you see something that you think might be sexual harassment and you do nothing, the company may legally be found to have had that knowledge and failed to correct it.

7. Check your decision for possible discrimination

Discrimination claims both union and non-union are common. Claims of discrimination can range from sexual or other harassment to improper action against employee activity protected under the National Labor Relations Act. If taking action against an employee, do your best to make sure it won't come back to you in the form of a discrimination claim.

PATRICK PEARCE, ATTORNEY



For more information or for other questions on employment and labor issues, please contact Patrick Pearce, at 206-447-0182 or ppearce@davisgrimmpayne.com.

Mr. Pearce's practice and the practice of Davis Grimm Payne & Marra are focused exclusively on representing management in labor and employment matters.

APPLICATION FOR TDA MEMBERSHIP

Transload Operator \$350 Associate \$400 Individual \$750 Multiple Facility Membership

Fill out the information below and mail with a check payable to:

TRANSLoad DISTRIBUTION ASSOCIATION

1980 Willamette Falls Drive #120-282 • West Linn, OR 97068 • FAZ 866-347-9933 • www.transload.org

Name _____ Title _____

Name of Company _____

Company Address _____

City _____ State _____ Zip _____ Country _____

Company Phone _____ FAX _____

Website _____ Email _____

Company Mailing Address (If different than above)

City _____ State _____ Zip _____ Country _____

Company Ownership _____

Company Officers _____

How many years in business _____ Who invited you to membership in the TDA _____

Which of the following membership programs interest you? *(Check all that apply)*

- | | | |
|---|---|--|
| <input type="checkbox"/> Marketing | <input type="checkbox"/> Information Exchange | <input type="checkbox"/> Import/Export |
| <input type="checkbox"/> Worker's Comp | <input type="checkbox"/> Equipment Programs | <input type="checkbox"/> Gov't Regulations |
| <input type="checkbox"/> Code of Ethics | <input type="checkbox"/> Computer Programs | <input type="checkbox"/> Group Benefits |
| <input type="checkbox"/> Insurance | <input type="checkbox"/> Carrier Interaction | <input type="checkbox"/> Member Directory |

Would you be interested in serving on a TDA Committee? *(Check all of interest)*

- | | | | |
|----------------------------------|-------------------------------------|--|---|
| <input type="checkbox"/> Program | <input type="checkbox"/> Membership | <input type="checkbox"/> Regional Seminars | <input type="checkbox"/> Annual Meeting |
|----------------------------------|-------------------------------------|--|---|

Name membership(s) in other Trade Associations: _____

INFORMATION FOR TRANSLoad MEMBERS ONLY

TRANSLoad OPERATORS ARE REQUESTED TO FILL OUT A FACILITY QUESTIONNAIR FOR EACH OF THE TRANSLoad FACILITY LOCATIONS YOUR COMPANY OPERATES. THIS DATA IS FOR TDA MEMBERSHIP INTERNET AND MARKETING REFERENCE. You can download this form from the TDA website, or one will be sent to you upon receipt of this application. You may include a map locator (*major highways, railroads, streets*) where you are located. Also, include a copy of your company logo. If you have advertising copy or a brochure, please include it for our information reference files.

TDA 2011-2012 BOARD

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VICE PRESIDENT

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steve_grant@cpr.ca

EXECUTIVE DIRECTOR

Patricia Schlaeger

Phone: 406-727-7633 | Cell: 406-870-2081

Fax: 406-727-3139

transloadmeeting@yahoo.com | tda4plus@yahoo.com

BUSINESS DIRECTOR

Gary Brown

Phone: 503-656-4282 | Fax: 1-866-347-9933

browngn@comcast.net

TDA 2012 ANNUAL MEETING

April 23-25, 2012 — Memphis, Tennessee

SUPPORT TDA

Be a 2012 Conference Sponsor

All sponsors get a special event introduction, recognition in the RELAY and the 2012 Conference Program!

The following events are available to sponsor:

- Golf Box Lunch \$500
- Golf Awards Party - \$500
- Board of Director's Dinner - \$750
- Tuesday AM Break - \$500
- Tuesday PM Break - \$500
- Conference Name Tags - \$750
- Registration Oasis - \$500
- Continental Breakfast Tuesday - \$1,000
- Luncheon Tuesday - \$1,000
- Continental Breakfast Wednesday - \$1,000

PLEASE CONTACT GARY BROWN

browngn@comcast.net

TDA VISION STATEMENT

With one united voice, represent the interests of the transloading industry to business and political leaders; advance the technologies, offerings and standards of the practitioners; and increase the visibility of the membership to all industries. Position transloading as the preferred method for the efficient distribution of product in the 21st century.



TRANSLOAD DISTRIBUTION ASSOCIATION

1601 Second Avenue North • Great Falls, Montana 59401

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