



Memorandum

TO: GTMs and Drivers

FROM: Bryan Boudreaux and Jeff Hammonds

SUBJECT: Idle Time Compliance/ Motel Room Compensation

DATE: February 19th 2006

Hello Wal-Mart Drivers!

Effective March 1st 2006, we will no longer idle anywhere for more than 3 minutes. We are taking this stance because of our commitment to Environmental Sustainability and our efforts to meet all Local, State and Federal laws.

Unfortunately not all of our tractors are equipped with auxiliary power units (APUs). The process of installing APU's is on-going and will be completed by May 1st 2006.

If your truck does not have an APU or an Espar heater you will be authorized to secure a hotel room for your break if you deem conditions are necessary.

Compensation for this action will be paid as follows: **(Effective March 1, 2006 through May 1, 2006)**

- Mileage for the miles driven to the hotel and back to secure your trailer
- Lay-over pay for 10 hour lay over in the hotel room
- Pig pay to re-hook to the trailer, (FDP will pay UT for the time spent hooking to your trailer)
- GTM's - if drivers have to burn hours to ensure they are in position to break at a hotel we will pay them wait time (unscheduled time under FDP) for hours burned.

Please note that some of you may be able to take your trailer with you to the hotel. Also please visit with your local management team and safety manger to ensure you understand the DOT personal conveyance logging criteria. When selecting a hotel please keep expense control in mind.

You may request an additional \$150 expense money from your local transportation office. Please complete the attached request if you would like to receive it.

Thanks for your support see you on the road!

Bryan and Jeff

		Shipment Type												
Store Type		Directs	Doanes/ Dog Food	Frozen/dairy/deli	fixtures (start-up)	Dry Grocery	Mowers (seasonal)	Soil (seasonal)	GM	Meat/ Produce	*DSD	**Re-Mix	Total	
		Expanded Food	1	1	3	1	3	1	1	9	0	40	1	61
	Supercenter	1	1	6.5	3	8	1	1	12.9	6.5	46	1	87.9	
	Division 1	1	1	4	2	3	1	1	8.7	7	30	1	59.7	
	Neighborhood mkt	0	1	5.1	1	4.6	0	1	3.3	5.3	40	1	62.3	
	Sam's	1	1	1	3	1	1	1	3	5	40	0	57	
	Time of Delivery	Day	Day	WM-Until Midnight Sam's-Until 2:00a.m.	Day	Until Midnight	Day	Day	Until Midnight	WM- Until 6:a.m. Sam's - Until 5:00a.m.	Day	Until 5:00a.m.		

Average Deliveries Per Week

*DSD - Vendor deliveries (Step-Vans & short tractor/trailers)

**Re-Mix - 53' trailer with 100 fastest selling items - daily

