



MEMORANDUM

To: Southern Counties Drivers

From: Brian Griley

Date: January 30, 2009

Re: Change of Operations

For the past several years, we have utilized both our own driver workforce and drivers supplied by outside agencies. We have decided to discontinue having drivers on Southern Counties' payroll and to outsource all driver and related work.

Accordingly, effective no later than February 28, 2009, all hiring, supervision, payroll and other administrative work involved in our fleet operations will be handled by an outside third party. This means your direct employment relationship with Southern Counties Express is being terminated on or before, February 28, 2009. You will receive at the close of business a final payroll check including accrued but unused vacation and any other entitlements that are due.

While this is a dramatic change, nevertheless, we have taken steps to assist you in obtaining employment with Transportation Logistics Company, LLC, known as TLC. Please contact Frank Lucero, SCE fleet manager, to express your interest in seeking employment with TLC and we will provide you with necessary information. It is our hope to make the transition seamless and as easy as possible on everyone, so your prompt response to Frank will be greatly appreciated.

Again, while this is a change, we believe we can improve our efficiencies and our service to clients in an extremely difficult time.

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