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HIGHLIGHTS TO HELP YOU THIS WEEK

- What To Do When Disaster Strikes
- Are You Micro-Managing Your Company Into Bankruptcy?
- Air Cargo Security Mandate – Forwarder Background Checks

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<http://www.allcovered.net/AC-News-PDF.htm>

>> SMALL BUSINESS SECTION <<



WHAT TO DO WHEN DISASTER STRIKES

As people in the Philippines and China know following last week's Typhoon Chanchu, hurricane/typhoon season is here. Disaster... whether a super storm or otherwise... can strike anywhere, anytime.

What do you do to keep your data safe whether personal or business data?
How do you get up and running quickly when the unthinkable actually occurs?
The answer can be found in an upcoming free web seminar, about managing through disaster.

It's called "Business Continuity", but it applies equally to home as well as work.
MORE: <http://ct.eletters.whatsnewnow.com/rc/cts?d=181-658-1-338-829574-35056-0-0-0-1>

DISASTER HELP FROM ALLCOVERED

At Allcovered.net we want to give you the tools you need... information... training... ideas... to help you in good times and bad. We want you think of us as much more than just an insurance provider.

DISASTER PREPAREDNESS: http://www.allcovered.net/AC-OM-TRAINING-Training-&Help-Pages/AC-OM-Disaster_Prep.html

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HURRICANE SUPER-SITE: <http://www.flains.org/HC/>

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SMALL BIZ – ARE YOU MICRO-MANAGING YOUR COMPANY TO BANKRUPTCY?

-- From an article by Scott Clark – Link at end --

It's good to keep a close eye on your business and employees... but when is a "close eye" really interfering and counter-productive?

Are you a micro-manager, constantly involved in all facets of running the business, probably because you want to be sure every aspect of the business is accomplished in the best possible manner?

If you are, you may be hurting both employee retention and bottom-line profitability. Micro-management is usually an indication of a significant business deficiency on

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your part, probably caused by one of the following:

(1) You are trying to compensate for having hired poor employees or failing to train good employees,

(2) You are afflicted with a paranoid fear of failure, or

(3) You have been doing everything for so long, it is hard to let go of the controls.

If the cause of your micro-management is #1 above, the situation can be easily corrected either by re-hiring or re-training.

If the cause is #2, your business is probably doomed to failure unless you turn the reins over to someone else.

However, the cause of most cases of micro-management is #3, which takes the form of a minor addiction.

Luckily, there are some specific steps you can take to break the habitual cycle.

--- LOOK AT YOURSELF FIRST ---

The most common reason for this affliction is that micro-managers truly believe they know the best way to accomplish everything, so they want to ensure all employees act based on this infallible insight.

But if you want to build your business, you have to allow your managers and employees to make their own decisions, learning from both their successes and failures, preparing them for the day when they take over the reins of management, ensuring long-term success.

--- TRUST ---

The most frequent excuse micro-managers offer for their actions is that they don't "trust" subordinates to make the right decision. But if you have to do everything, why do you have employees? What they really want is a 'clone' rather than someone who will think for themselves.

Many micro-managers perceive subordinates are merely 'machinery' for them to use to accomplish their objectives. After all, machinery behaves in a predictable manner. All that is necessary is to provide the required 'input' (usually in the form of a command), and the machine will provide the predicted 'output.'

Micro-managers see themselves at the top of a pyramid, with their subordinates at the bottom.

--- GOOD MANAGERS SERVE EMPLOYEES ---

To eliminate this destructive tendency, micro-managers need to invert the pyramid. They must perceive themselves at the bottom with subordinates on the top.

In the most productive companies, senior managers realize they work for their subordinates, not the other way around.

The senior manager's job should be to ensure the subordinates have the resources needed to get the job done.

This allows the subordinates to accomplish the assigned tasks on time and in the most productive manner.

--- SEE YOURSELF DIFFERENTLY ---

Senior managers in successful businesses are not being paid to be more productive themselves; they are being paid to make their subordinates more productive.

This transformation process involves understanding the distinction between being helpful and being meddlesome.

Learn to manage by exception, stepping in to take action only when asked or when the situation is in trouble. It's hard, but resist the urge to jump in at the first sign of problems. Your employees need to tackle challenges and work through them to grow.

--- MAKING THE CHANGE ---

If you as a micro-manager believe changing "cold turkey" (all at once) is far too risky, then resolve to make the change in stages.

Consider cutting the apron strings with a single project or team (but remember it is still your responsibility to respond to the project/team's requests for help).

Once you see the positive results at this level, it will be easier to make a total commitment to this approach.

--- ASK FOR FEEDBACK ---

As you ease into this new, more-productive management style, don't be afraid to ask subordinates how you are doing. After all, they all recognized you were previously a micro-manager, so ask them if their projects are making better progress and to let you know if there is anything else they need.

Once you turn capable subordinates loose with the necessary resources, you will be amazed at how well they will perform.

Smart subordinates realize their job is to accomplish the challenges their boss sets before them in order to earn rewards for both themselves and their boss.

MORE: http://www.bizjournals.com/extraedge/consultants/company_doctor/2006/05/01/column512.html

SMALL BIZ – CRAZY TAXES

Over the centuries, right up to today, taxmen across the globe have enforced crazy and nonsensical tariffs on a mixed bag of oddities: China has introduced the latest in a long line of strange taxes... a 5% consumption tax on wooden chopsticks.

Apparently, the Chinese produce 45 billion pairs of disposable chopsticks each year--using timber from 25 million fully grown trees. So the Chinese government will be taxing wooden chopsticks in a move to save trees and as part of a wider, ambitious plan to slash energy consumption and combat pollution.

However, other countries are China's equal in every way regarding oddball taxes.

For example, state legislators in Tennessee and neighboring North Carolina--along with 21 other states nationwide--operate a tax on illegal drugs. Of course, one would presume that not many citizens actually report their secret stash to the Department of Revenue. Nevertheless, those who do 'fess up and buy tax stamps to affix to their illicit haul aren't signing their own arrest warrants. Revenue employees are supposedly prohibited from calling the cops on these tax-paying druggies.

In Arkansas, those displaying their attitude permanently inked on their biceps are subject to a tattoo tax. A bonus 6% levy is added to all tattoos, as well as body piercings and electrolysis treatment.

Up in neighboring Canada, a sales tax applies to muffins and doughnuts--but if you purchase six or more, the snacks are exempt (an incentive to those trying to expand their belt size?).

Another quirky law in the Canadian province of Ontario declares that the rental of a boat is taxable. If the boat is rented with an operator, however, it isn't taxable. But if it's rented with a guide, it's taxable again--unless the guide is also the operator, in which case it's not taxable.

History, too, has had its share of amazing tax oddities. Tsar Peter the Great, in a bid to "westernize" 17th-century Russia, imposed an annual tax of 100 rubles on bearded men (except peasants and priests). Though it's unclear whether men shaved off their facial hair to avoid paying their dues, perhaps this law inspired taxers in Massachusetts, where an old ordinance--which, unbelievably, is still on the books--forces men to buy a license before growing a goatee.

In further strokes of genius, Peter the Great introduced a "soul tax" for all males, which by 1724 generated 50% of the government budget. And Roman emperor Nero financed his notorious spending sprees with a tax on urine in the first century AD.

In 1696, King William III of England established a tax on windows that would influence that country's architecture for centuries. It was effectively a glass tax on houses with more than six windows, as glass making was becoming costly. As a result, many Brits bricked up windows to avoid shelling out more money. However, some rich families installed extra windows in their homes, as glass soon became a status symbol akin to having a swimming pool today. In some extreme cases, windows were even built over structural walls, just to impress the blue bloods.

France followed suit; from 1798 to 1926, the French enforced a "door and window tax." And when the French fashion of wearing wigs arrived in Britain, King William III--the father of the window tax--imposed another unpopular tax, this time on wig powder.

The old joke seems true for governments around the world then and now: "There never was a tax a government didn't like."

>>>> TRUCKING SECTION <<<<

TRUCKING – DIESEL RISES: The US national average retail price of a gallon of diesel jumped to \$2.92 for the week ending May 15, up 73 cents compared to the same week in 2005.

MORE: <http://www.etrucker.com/apps/news/article.asp?id=53329>

MORE: <http://www.thetrucker.com/News/Stories/2006/5/15/Averagepriceofagallonofdieseljumps23cents.aspx>

TRUCKING – TRUCK REPOSSESSIONS & RE-SALES UP

It's a mixed message.

Repossessions of tractor-trailer trucks across the US have been high for the past five quarters, reports Nassau Asset Management. Yet, those same trucks are reselling quickly.

Repossessions are 145% higher on higher fuel costs, higher operating expenses and a shortage of drivers.

Looking ahead, a NAM spokesman says, "We feel the rush to change out fleets before year end (ahead of new engine requirements) may leave a surplus of used trucks on the secondary market."

MORE: http://www.truckinginfo.com/news/news-detail.asp?news_id=56661

TRUCKING – NEW BOOK AIMS TO CUT DRIVER TURNOVER

The average US trucking company has a 130% driver turnover rate. That means they have to hire 130 drivers every year for every 100 trucks on the road. That's a tremendous waste of management time, effort, focus and a huge waste of company money.

What's the problem, and how can you fix it?

Reducing driver turnover is a day-by-day, event-by-event occurrence that requires a human touch, human understanding and a good relationship between the driver and everyone who supports the driver.

That's the opinion of James DePillo and Stan Poduch, who've collaborated to publish "True Stories of Driver Turnover: Translating the Driver's Perspective." The book is written to help carriers better understand the true causes of turnover and how to create high value responses.

--- RETHINKING COMPANY EMPHASIS ---

Trucking companies move freight.

No driver? No freight moves.

No freight moves? No trucking company.

So the key is to realize drivers are important... what they need... how they live... and making sure everyone in the company understands what drivers are going through.

"Anybody who touches the life of a driver should be introduced to what the life of a driver is like," Poduch says. "Anybody involved in supporting that driver ... is focusing on the driver's needs and having support for the driver[s] to deliver their loads."

--- TRUCKING IN DENIAL ---

"A lot of times carriers rely fully on their recruiting effort just getting as many people in the door as they can to fill their trucks and hopefully enough drivers will just stay. But I think it's come to the point that we have to take a different look."

The pool of prospects who might be interested in driving a truck isn't very deep and companies are going to have to learn how to recruit people away from other career options.

"And let's face it, driving a truck is a very, very difficult job and we have to find a way to make the job a little bit more inviting and a little bit higher up on the chair of career options for younger people."

--- RESPECT AND FAMILY ---

Often people at the home office forget drivers are on their own... for weeks at a time... away from home... and they need to hear a friendly voice that is genuinely concerned about them when they call.

"A lot of drivers are looking for a family attitude where they know that if they are in a bind, there's someone there looking after them. When response to an issue takes place, and if it's not a good response, the driver can sit there and fume about it and before you know it, make a rash decision and move on."

--- HAPPY DRIVERS RECRUIT FOR YOU ---

"The company should treat the driver with the utmost support and attend to their needs with the best of their ability, because without the driver the trucks don't move. And if they focus on attending the driver's needs, then obviously the driver will stay longer, and if the drivers stay longer, drivers will talk to other drivers and that becomes the best recruiting mechanism a company can have. It's simply word of mouth. This person chooses not to leave, this person has a positive working environment, this person is treated fairly with respect and with support.

"So I think if drivers could stay where they are and be attended to, then the industry would have a career path in driving and it would become a positive career path."

MORE: <http://www.thetrucker.com/News/Stories/2006/5/8/Authorshopetoreducedriverturnoverwithnewbusinessbook.aspx>

>>>> SECURITY SECTION <<<<



SECURITY – NEW AIR-CARGO SECURITY REQUIREMENTS

The US Transportation Security Administration has announced new security requirements for air cargo that include criminal background checks for more than 100,000 airline and freight workers and adds new screeners to check packages delivered to airport ticket counters.

Employees of more than 4,000 freight forwarders will have to attend security training courses designed by the TSA. Freight forwarders will have to develop security plans and have them approved by the government.

The TSA has relied on a "Known Shipper" program to make sure bombs or weapons don't make their way onto passenger planes. Air cargo companies register with the government and are approved by the TSA before they're allowed to send cargo on passenger airliners. TSA will consolidate 4,000 Known Shipper lists into one so it can keep closer track of companies that ship cargo on passenger planes.

TSA will use more bomb-sniffing dogs to screen freight that's shipped by plane.

Cargo pilots have long complained that the government focuses most of its efforts on protecting passenger airliners from terrorist attacks, leaving cargo planes vulnerable.

Congressional critics complain that airline passengers are screened but not the cargo in a passenger plane's hold.

DETAILS TO BE PUBLISHED THIS WEEK

MORE: http://seattlepi.nwsourc.com/national/1152AP_Air_Cargo_Security.html

MORE: <http://biz.yahoo.com/prnews/060517/dcw092.html?v=2>

MORE: <http://www.joc.com/20060518/sections/air/w77315.asp>

KEY POINTS

- Create 1 'Known Shipper' Database from 4,000
- Background checks on 50,000 freight forwarder employees
- Background checks on airline and air cargo employees
- Employees of Freight Forwarders must attend TSA security training
- TSA to inspect checked passenger luggage
- More bomb sniffing dogs to check air cargo

SECURITY – DHS MOVES ON TWIC: The Transportation Workers Identification Credential has taken too long to get under way, but the Department of Homeland Security is making up for lost time. That's what Deputy Secretary Michael Jackson told the Senate Commerce Committee last week. "The combination of rules, and the procurement to get the private sector partner necessary to integrate this, will give us the core elements for moving forward." He said port workers, truck drivers and railroad employees that should be allowed unescorted access to secure port areas could have cards by the end of the year.

MORE: <http://www.joc.com/20060517/sections/ecom/w63064.asp>

SECURITY – PIRATE WARNING AT CHITTAGONG: Ship owners have been warned to be vigilant after a spate of pirate attacks in the Bangladeshi port of Chittagong. Head of the Malaysia-based Piracy Reporting Centre, Noel Choong, says the International Maritime Bureau (IMB) has recorded at least 18 attacks since January.

MORE: http://abcasiapacific.com/news/stories_to/1640015.htm

>>> AIR & OCEAN SECTION <<<

TRADE – US DOT UNVEILS FREIGHT PLAN: The US Department of Transportation has released a plan to combat highway, freight and airport congestion that experts say costs the economy more than \$200 billion a year in freight delays, lost time and wasted fuel for commuters, carriers and shippers. The national strategy is designed to improve the efficiency of existing networks and increase investment for expansion of highway and airport infrastructure, especially in large metropolitan areas.

PLAN ANNOUNCEMENT: <http://isddc.dot.gov/OLPFiles/OST/012988.pdf>
MORE: http://www.americanshipper.com/SNW_story.asp?news=32862

TRADE – APL WARNS OF US GRIDLOCK: John Bowe, president of the Americas for APL warns the aging US transportation infrastructure can't keep up with relentless growth in world trade. Bowe warns that if the infrastructure isn't overhauled, consumers and the economy will pay a steep price. "The private sector will have to play a larger role. But we'll look to government to provide incentives that stimulate investment."
MORE: <http://www.joc.com/20060516/sections/ocean/w54583.asp>

TRADE – FMC INVESTIGATING NVOCS: The US Federal Maritime Commission has instituted an investigation into possible Shipping Act violations by three non-vessel-operating common carriers suspected of accepting shipments from ocean transportation intermediaries that did not have required FMC tariffs or bonds. The three NVOCCs are: Euroamerica Group based in Jessup, Md.; Tober Group based in Brooklyn, N.Y.; and Container Innovations based in Kearny, N.J.
MORE: http://www.americanshipper.com/SNW_story.asp?news=32721

TRADE – ESC SEES CARRIER IMMUNITY GOING: The European Shippers' Council believes that more administrations around the world will copy the European Commission's decision to end the block exemption rules that allow liner conferences to set common freight rates and cooperate on capacity. After a three-year review the EC in December proposed to repeal Regulation 4056/86, which permitted the exemption. "European shippers are looking forward to reaping the benefits of a new competitive environment that will be created when the liner shipping block exemption is repealed," says Nicolette van der Jagt, of the ESC.
MORE: http://www.americanshipper.com/SNW_story.asp?news=32869

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AIR – INDIA AIR CARGO RATES FALL: A sudden drop in air cargo volumes out of India combined with excess capacity has triggered a price war among airlines. Airlines have dropped their rates by almost 25% as they compete for westbound cargo. Air cargo from Chennai to New York now costs 100 rupees (USD 2.19) per kilogram, down from 140 rupees (\$3.10) in March. Rates to Europe are at 60 rupees (\$1.32) and less.
MORE: <http://sify.com/finance/fullstory.php?id=14205294>

AIR – JAL EXPANDS IN SOUTHERN US: JAL's cargo network between Japan and southern USA will be expanded beginning June 3, with the launch of a new cargo transportation service called JAL Southern Flash to serve Miami and Dallas. Through a partnership with Florida West International Airways, JAL cargo will move between Japan and Atlanta on JAL CARGO flights; and will transfer onto connecting Florida West cargo flights operating between Atlanta and either Dallas or Miami.
MORE: <http://www.noticias.info/asp/aspComunicados.asp?nid=179020&src=0>

AIR – SCHENKER & BAX BEGIN US-GERMANY FLIGHTS: Schenker and BAX Global will start scheduled flights between Schenker's air freight hub in Hahn, Germany and BAX Global's hub in Toledo, Ohio next month. Schenker and BAX Global are owned by Deutsche Bahn.
MORE: http://www.americanshipper.com/SNW_story.asp?news=33048

AIR – CATHAY STRIPS PAINT TO SAVE WEIGHT & FUEL: Cathay Pacific Airways is

stripping the paint from its freighter aircraft as part of a plan to reduce costs. Cathay says a 747-F with a polished silver fuselage is now around 200kg lighter and that should save around HK\$1.5 million (\$195,000) per year in fuel costs. Cathay is also introducing lighter cargo and baggage containers on its aircraft.

MORE: <http://www.flightglobal.com/Articles/2006/05/18/Navigation/189/206690/Cathay+Pacific+stripping+paint+from+Boeing+747+freighters+to+cut.html>

AIR – VOLGA-DNEPR BRINGS BACK IL-76 FREIGHTER: Russia's Volga-Dnepr is bringing back the Ilyushin 76TD-90VD freighter aircraft now that it meets noise limits.

MORE: http://www.americanshipper.com/SNW_story.asp?news=32866

AIR – DELTA LOSES \$2.1-BILLION IN 1Q: Bankrupt Delta Air Lines reported a first-quarter net loss of \$2.1-Billion. Excluding \$1.7-Billion in reorganization costs, accounting adjustments and special items, the company lost \$356 million.

MORE: <http://www.atwonline.com/news/story.html?storyID=5044>

AIR – ATLAS PARENT LOSSES IN 1Q: Atlas Air Worldwide Holdings, parent company of Atlas Air and Polar Air Cargo, reports a first quarter net loss of \$3.7 million, which it blames on a reduction in military charter activity compared with last year and a related excess of 747-200 aircraft capacity that could not be fully and sensibly deployed elsewhere.

MORE: http://www.americanshipper.com/SNW_story.asp?news=32785

AIR – AIR CHINA TO JOIN STAR ALLIANCE: Air China officially will be invited to join Star Alliance today, Lufthansa confirmed to German newspaper Handelsblatt. Star Alliance extended a formal invitation to Shanghai Airlines last week.

MORE: <http://www.atwonline.com/news/other.html?issueDate=5%2F19%2F2006>

AIR – A380-F DELAYED: The Airbus A380-Freighter will be delayed six months. The first A380-800F was due to be delivered to launch operator FedEx Express in August 2008, but Airbus confirms this has slipped to early 2009.

MORE: <http://www.flightglobal.com/Articles/2006/05/16/Navigation/177/206661/Airbus+A380+Freighter+delayed+as+Emirates+switches+orders+to+passenger.html>

OCEAN – SO-CAL PORT VOLUME UP: Box volumes at the Californian ports of Los Angeles and Long Beach increased 10% in April to a combined 1.3 million TEUs. For the year to date, the total number of containers shipped through the two ports has risen 7% to a record 10.4 million TEUs

MORE: http://www.americanshipper.com/SNW_story.asp?news=32719

OCEAN – TANZANIAN CARGO CLEARANCE UP: Clearance of cargo at land and airports in Dar es Salaam is improving. Tanzania Revenue Authority Acting Commissioner for Customs and Excise, Salum Yusuph, says cargo clearance at the Dar es Salaam port and Mwalimu Nyerere International Airport has significantly improved due to modernization of working tools and environment.

MORE: <http://www.ipmedia.com/ipp/financial/2006/05/17/66580.html>

>>>>> JUST FOR FUN <<<<<

(These are shared by readers – Please share yours. Thanks. Mike)

COMPUTER HAIKU

The Web site you seek
cannot be located, but
countless more exist.

Chaos reigns within.
Reflect, repent, and reboot.
Order shall return.

Program aborting:
Close all that you have worked on.

You ask far too much.
 Windows crashed.
 I am the Blue Screen of Death.
 No one hears your screams.

Yesterday it worked.
 Today it is not working.
 Windows is like that.

Your file was so big.
 It might be very useful.
 But now it is gone.

Stay the patient course.
 Of little worth is your ire.
 The network is down.

A crash reduces
 your expensive computer
 to a simple stone.

Three things are certain:
 Death, taxes and lost data.
 Guess which has occurred?

You step in the stream,
 but the water has moved on.
 This page is not here.

Out of memory.
 We wish to hold the whole sky,
 but we never will.

Having been erased,
 the document you're seeking
 must now be retyped.

Serious error.
 All shortcuts have disappeared.
 Screen. Mind. Both are blank.

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American Shipper = www.americanshipper.com	The Trucker = http://www.thetrucker.com
Business Times of Asia = http://business-times.asia1.com.sg/	eTrucker = http://www.etrucker.com
Journal of Commerce = http://www.joc.com	Traffic World = http://www.trafficworld.com

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