

Chattanooga Open House: Newly Renovated Terminal



Stefon Davis (left) and Leonard Steele, Jr. (right) went the extra mile to prepare the Chattanooga terminal for the open house event. Stefon and Leonard competed in a two day fishing tournament in October and took second place and big fish. They received \$800.00 for second place and \$300.00 for big fish. They said they are looking for a sponsor for next year; however, they are unwilling to share their winnings.

Highway Transport's Chattanooga terminal recently hosted customers at an Open House event. Customers and industry colleagues were encouraged to stop by and help themselves to lunch while enjoying a tour of the renovated facility.

"This was an opportunity for us to demonstrate our improvements and our commitment to service. Not only

was the entire yard paved, the exterior of all the buildings were painted, the fuel island was painted, and terminal manager Nathan Warren painted two coats on all interior rooms," commented Gary Reagan.

Back in 2006 Highway Transport set out to make a new commitment to updating terminals and expanding our business. Since that time, money

has been used to revitalize each facility while promoting growth and business development. Facility improvements enhance our overall capa-

bilities, but nothing provides an immediate business impact more than a newly paved yard. The benefits of paving our trucking terminal yards are numerous:

1. Paved surfaces allow for easier all-weather access to the terminal.
2. Maneuvering and parking liquid bulk tank-



Smooth asphalt and concrete curbs make it much easier to maneuver tractors. Concrete landing pads provide increased stability for trailers.

ers is conducted more efficiently on a paved surface.

3. Maintenance costs are lower when people and equipment are operating on pavement rather than in mud.
4. Paved areas allow better drainage control

Finally, paved facilities improve community relations by providing a neater appearance, reduced dust production and tracking of debris onto neighboring roads.



before: Chattanooga terminal office entrance



after: Chattanooga terminal office entrance



Clay Watkins, Andrew Smith and Robert Smith of Robert Smith Construction, and Gary Reagan.

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- Purpose -

To keep Highway Transport employees and contractors informed about company policy and industry developments, and to recognize significant industry and community contributions by these employees and contractors and their immediate family members.

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Prepare to Celebrate: 2008 Marks the Beginning of 60 Years in Business for Highway Transport, Inc.



"Highway Transport epitomizes a family business, skill, pride and hard work," says Gary Reagan, Vice President of Operations. "Over the years, this company has established lifelong relationships with customers. We're not only celebrating our 60-year milestone, but we are also seeing it as the beginning of many more years to come. We're grateful for 60 years of prosperity, with our vision toward the future."

Watkins Employee Benefits Wellness Program 2008

submitted by Carra Eggers, Director of Human Resources

You will notice that Highway Transport is undertaking a new longer-term approach to encourage a personal commitment to wellness and, hopefully, slow the rate of health insurance expenditures. Need to kick some bad habits and start getting healthy? Starting January 1, 2008, free of charge, employees may enroll in CIGNA-administered wellness programs that can be completed either online or with the help of a health coach. The three programs are entitled: ***I Can Change***, ***CIGNA Quit TodaySM***, and ***I Can Relax***.

Highway Transport Quarterly Financial Summary

THIRD QUARTER 2007

Area	Revenue	Operating Ratio
Chemical	\$10,322,908	97.3%
Petroleum	\$846,740	102.2%
Logistics	\$1,795,453	89.7%
Total Company	\$12,965,101	96.6%

YEAR TO DATE 2007

Area	Revenue	Operating Ratio
Chemical	\$30,718,023	97.4%
Petroleum	\$2,492,204	100.7%
Logistics	\$4,756,923	89.7%
Total Company	\$37,967,150	96.7%

Driver Safety Awards

reported by Scott Ennen Vice President of Safety and Quality

Highway Transport rewards drivers with long-term accident-free records. In particular, I want to recognize LaPorte Driver Dale Ducote, who has achieved the milestone of sixteen years with no accidents. It is great honor for me to shake Dale's hand and present him with the sixteen year safe driving award.



Scott Ennen presents LaPorte Driver Dale Ducote (right), with the Highway Transport sixteen year safe driving award.



Dedicated Logistics Operations Manager Shelly Austin (left) presents Garland Driver Shelby Petterson with the one year safe driving award.



Chicago Driver Avan Hardwell, two year safe driving award



Martin Conley, three year safe driving award



Petroleum Manager John Wilson (right) presents Driver Eugene Wheeler with the five year safe driving award.



Chattanooga Driver Billy Crawley, four year safe driving award



Knoxville Driver James Nicley, nine year safe driving award



Knoxville Driver Brian Vinson (left), five year safe driving award



Paul Garbett (left), receives the two year safe driving award.



Chicago Driver Oscar Yearwood, one year safe driving award

continued on next page. . .

Driver Safety Awards

(continued from p. 3)



Chicago Driver Larry Brodin, one year safe driving award



Chicago Driver Joel Smalley, certificate of recognition



Knoxville Driver Lamon Sparks, four year safe driving award



Chicago Driver Stephen Warren, certificate of recognition

General Service Safety Awards

reported by Rick Lusby, Knoxville Terminal Mgr.



Knoxville General Service Safety Award recipients: Jerry Nicely, Roy Haynes, Gary Richards, Wayne Coward, and Willis Haun



Walter Satterfield, Doug Vineyard, Kim Adams, Darrell Jackson, and Zach Henry

Driver Excellence Awards

periods 7 - 10, 2007

Period 7

Conrado Alvarado,
LaPorte
Contractor
Doug Bowser,
Florence Driver
Jerry Burleson,
Charlotte Driver
Mike Hall,
Chattanooga
Contractor
James Nicely,
Knoxville Driver
Duane Regnier,
Kankakee Driver
Rick Salmon,
Chattanooga
Contractor
Marcia Stonestreet,
LaPorte Driver
Michael Thomas,
McDonough
Driver

Bob Vineyard,
Knoxville Driver
Maurice West,
Chicago Driver
Gerald Wheeler,
Florence
Contractor
Randy Young,
Garland Driver

Period 8

Robert Agee,*
Kankakee
Driver
Charles Craddock,
Garland Driver
Mark Hamilton,
LaPorte System
George Hensley,
Chattanooga Driver
David McFarland,
Knoxville
Contractor

Ed Noga,
Charlotte Driver
Adam Perkins,
Hebron Driver
Jim Raines,
Florence
Contractor
Mike Samuel,
McDonough Driver
John Secaur,
Chattanooga
Contractor
Joel Smalley,
Chicago Driver
David Williams,
LaPorte Regional
Company Driver
Terry Taylor,
Knoxville Driver

Period 9

Charles Armstrong
LaPorte Contractor

Bennie Banks,
Bensalem Driver
Mamadou Diallo,
Hebron Driver
Tim Farmer,
Knoxville
Contractor
Cecil Graig,
Garland Driver
Tommy Harris,
McDonough Driver
Roger Kiser,
Charlotte
Driver
Dan Molk
Kankakee Driver
Greg Mathis
LaPorte Driver
Charles (Rick) Parkhurst,
Florence Contractor
Fred Patrick,
Florence
Driver

Robert Plummer,
Chicago Driver
William Shields,
Chattanooga
Contractor
David Triplett,
Knoxville Driver
Buddy White,
Chattanooga
Driver

Period 10

Tim Baker,
Hebron Driver
Omar Bardales,
LaPorte
Contractor
Ryan Dotson,
Chicago Driver
Joe Flood,
LaPorte Driver
Tim Gibson,
LaPorte Driver

Ricky Hacker,
Knoxville
Contractor
Don Helt,
Charlotte Drive
Ernest Holloway,
McDonough Driver
Kris Huffaker,
Knoxville Driver
Ken McMillan,
Garland Driver
Jerry Powell,
Florence Driver
Dan Timm,
Kankakee Driver
David Weidner,
Chattanooga Driver





above: Larry Keeter (left) and Jerry Searce. **left:** Notice the little stuffed dog that is always displayed on the dash of Larry's tractor. Larry is known for his good-natured humor, as he "moons" family and colleagues by sending images of the stuffed animal's hind end.

LaPorte Contractor, Referral Contest Winner

Larry Keeter referred three tanker drivers (scoring 4 points) and won the Highway Transport Referral Contest. Larry referred Charles Armstrong, George Grazette and Terry Hope. All three have completed their driver training.

It is truly a win-win situation for

everyone. Drivers like Larry Keeter earn thousands in extra money and vacation time. Highway Transport earns three additional well-trained and safe drivers. On October 1st, Bob Godsmark presented Larry Keeter with a check for \$1,500 for winning the referral contest. Larry also received \$3,750 after his three referrals completed training. He receives another \$3,750 when his referrals complete Highway Transport's standard 90-day introductory period. Larry will also receive a week of paid vacation. At this time, our company is midway through another Highway Transport Referral Contest, which ends December 10th.

One conversation with Larry, and you immediately understand why he won Highway Transport's referral contest. He is able to connect with drivers on a level that's not just about work. The questions he asks, the jokes he tells... have a lot of spirit. Basically, everyone likes Larry. He is engaging and personable, so recruiting comes naturally.

"Larry and his wife Bernadette are both very laid back and approachable. Larry knows how to keep it real, so to speak. Larry's always telling jokes, but don't let that fool you. He and his wife Bernadette and their business partners have a solid business. Bernadette does the books,

and Larry is out on the road," says Driver Manager Jerry Searce. Keeter, a LaPorte contractor, happily accepted his reward and ceremonial "big check" from Searce. After the ceremony, Larry immediately launched into a story about his grandson. "I called my 6-year-old grandson asking him, 'What's up, dog?' and my grandson replies to me, 'I am not a dog. I am a boy.'"

When asked how he will spend all that referral money, Larry's practical side is revealed when he says, "I'm a contractor, so a good portion of my money goes toward equipment and repairs, but you can rest assured we'll splurge a little."

Larry has been a contractor with Highway for 8 years, and those of us who see him on a regular basis, have noticed that he has lost some weight. He says, "I've been taking walks around the truck yard, and I've recently added some modified push ups, where I lean forward, legs straight, and do push-ups with my hands on the tractor steps. I never know what type of yard I'll be in, so this is something I can do whether I'm in LaPorte or Albuquerque."

"Keeping up the constant stream of communications keeps the lines open. People—and potential drivers—know that I'm always available to answer questions. Bernadette and I have used the web in our recruiting efforts. We've had good results using sites like craigslist.com and also the American Trucking Association site entitled gettrucking.com."

Known for his tech-savvy side, Keeter stays in constant communication with family and colleagues. He sends texts messages, voice mails, picture messages, and e-mails to everyone from corporate employees at Highway, to his son, Brendan, a Marine who has served two tours in Iraq. Recently, Highway reported a story about Larry's son serving in Iraq's volatile Anbar province, so everyone will be pleased to hear that Brendan is back home in Houston and serving as—guess what?—a Marine recruiter. Does the apple fall far from the tree? We, at Highway, don't think so.

More Vacation for Everyone

Highway Transport is pleased to announce that beginning January 1, 2008, all hourly, mileage and salaried employees classified as full-time will be eligible for vacation on the following basis:

Two Weeks!

Eighty (80) hours of vacation after one year of employment. In the past, this was forty (40) hours after one year of employment.

Now you can take a week after 6 months!

Forty (40) of those vacation hours can now be taken after you complete six months of employment. Until now, employees were required to complete one full year before taking any vacation.

Three Weeks!

After five years of employment, employees receive one hundred twenty (120) hours of vacation.

2007 National Truck Driver Appreciation Day: Scenes from C Employees, Drivers, and Contractors

The official date of National Truck Driver appreciation week was August 26 - September 1. Most of the cookouts and lunches were held mid-week on August 29. The cookouts honor all employees, drivers, and contractors. This is a way for Highway Transport to unite and celebrate what everyone does for this company and our country.

right Bensalem: Robert Gault, Plant Manager of KL-Chempak, Inc., Brian Reid



LaPorte: Darrell Hamilton

Charlotte: Bennie Banks, Debra Lineberger, Don Helt



Charlotte: Andy Sipe



LaPorte: Gary Miller, Khalil Malik, Ra



Charlotte: Benny Bar



Charlotte: Roger Kiser, Doug Bowser



Florence: Cliff Manly of Transwood, Jim Doan, Mike Liggett

Cookouts Celebrating



Charlotte: Duane Waters



y McCray



ks, Ed Noga



Charlotte: Ed Noga



LaPorte: Charles Lee Theiler



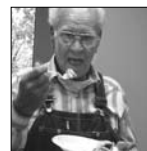
above: Greg Watkins (left) congratulates Ray McCray at a small reception that was held at the Knoxville terminal in recognition of Ray's second retirement from Highway Transport.

Ray McCray Retires for Second Time

"70 percent of what I eat is raw vegetables," says Ray, who, at age 74, has always made a practice of doing 75 abdominal crunches in his truck each morning then jogging around the tank truck yard. Back in 2000, Ray retired from Highway Transport and stayed retired about a week before returning. "This time, I plan to retire to Washington State to be near my son. I want to do some salmon fishing, and I plan to eat the salmon I catch. At some point after I move, I will probably find some place to work again. I've already joined a gym up there, and my plan is to spend about 2 hours per day on my fitness. I'm grateful that I started my health routine long ago. Here I am at 74, and I don't take any medicines." Greg Watkins and Gary Reagan each thanked Ray for his outstanding ethic and commitment, then everyone agreed when Ray said, "Highway has paid me a good check, and everyone has been friendly. I've stayed long term because it all works together: God—family—health—work—pay—friends. It's all like a big wheel, and when one of those spokes gets broken, it can all collapse." Charles Armstrong added, "Ray settles me when I am upset. A lot of us young drivers, young chickens, so to speak, we benefit from Ray's old seasoning."



Charles Armstrong (left) frequently calls Ray for advice. He was glad to be able to attend Ray's retirement party.



left: Ray in a rare moment enjoying a piece of cake. Ray mostly eats whole grains and tries to find whole grain breads that do not contain sugar. Ray remarks, "Sometimes I'll have a piece of cake. I also like when Mama (his wife) occasionally makes cornbread and biscuits."

Personnel & Personal Notes

New Additions . . .

- Nashville petroleum driver, Matthew Smith and his wife Amelia are the proud parents of a baby boy, Sebastian Smith, born on September 27.
- John Wilson is proud to announce the birth of his grandson, Jake Wilson Hennessee, born to John's daughter and son-in-law, Courtney Jo and Chuck Hennessee, of Crossville, TN. Jake was born on November 17 weighing 5 lbs, 4 oz.

With Deepest Sympathies . . .

- On August 22, we had a fatal single vehicle accident involving our petroleum unit driven by Daniel Moss. Daniel Joseph Moss, age 29, passed away at the scene. Daniel had been employed with Highway Transport since June. He was born July 5, 1978 in Honolulu, Hawaii. His funeral was held August 27 in Clarksville, TN. Our deepest sympathies are extended to his wife, Tiffany, and his family. Please keep Daniel's family in your thoughts and prayers. This is a tragic reminder of the hazards of our business. Please practice safe work habits as you perform your job today and everyday.
- Bensalem terminal manager, Tim Brock's mother passed away at her residence on September 24. She was 86 years old. Services were held in Burlington, NJ. Our deepest sympathies are extended to Tim and his family.
- Chuck Tinsure's brother-in-law passed Monday, August 6. Services were held at Big Bone Baptist Church in Union, KY.
- Art Beckett Jr.'s grandmother, Dorothy Williams, passed away. Her funeral was in Canton, Illinois on Wednesday, August 15.
- Kankakee Driver Bob Agee passed away at University of Chicago Hospital on October 22 following a brief illness. Bob had been employed with Highway since

1999. Agee was a Kankakee driver for Highway. He was the first police chief of Sauk Village, IL. He was born Dec. 31, 1930, in Chicago, the son of Mitchell Dudley and Helen Chandler Agee. He was a veteran of the U.S. Air Force (1951 - 1955) and a member of the American Legion. He was a member of Central Christian Church in Bourbonnais. Surviving are his wife, the former Patricia J. Poppers, of Manteno, whom he married Dec. 16, 1951 in Chicago Heights; two sons and one daughter-in-law, Robert D. Jr. and Judy Agee of Bourbonnais, Russell Agee of Vandalia; two daughters and one son-in-law, Pamela A. and David Dudley (David is employed with Highway as a driver out of Kankakee) of Chebanse, Marilyn M. Wilson of Vandalia; eight grandchildren, three stepgrandchildren, and eight great-grandchildren; one sister and brother-in-law, Helen and Edward Sanderson of Brandon, Miss.; one brother and sister-in-law, Donald and Eloise Agee of Crete; and several nieces and nephews. One sister, Mary Margaret Moore is deceased.

In Our Thoughts and Prayers . . .

- Theresa Wright is on a leave of absence to serve as a caregiver for her mother, Lena, who is undergoing treatment for a lesion that was found on the right side of her brain. Lena is reported to be in good spirits. Our thoughts and prayers are with Lena and all caregivers during this difficult time.
- former Highway Transport president Tom Witt injured his hand while ripping a board on a table saw. He was working on a building project with his church when the injury occurred. He received forty stitches in his hand. We wish him a speedy recovery.

In Memoriam

*reported by Jim Tormey
Vice President of Marketing*

It was an honor for me, personally, to be able to attend Bob Agee's funeral and meet his wife and family. I was deeply touched when I went through the receiving line and saw that Bob's family had displayed his Highway Transport watch, his belt buckle, and a die cast toy tanker truck. Also displayed were his air force awards and medals. Bob was highly respected in his community and once served as police chief of Sauk Village, Illinois, so his funeral procession was furnished with



Kankakee Driver Bob Agee recently stopped in at Knoxville's corporate location to receive the eight year safe driving award.

an official Sauk Village police escort. Bob's grandson, who is following in his grandfather's footsteps and progressing through the air force ranks, spoke at the service about working hard to live up to his grandfather's legacy. Bob's grandson, wearing his dress blues, recited the airman's code and was able to speak, at length, about Bob's influence as a grandfather, a Korean War veteran and an airplane aficionado. Bob also had a lot of influence on me, as a fellow employee of Highway Transport, and I just want to express to everyone that Bob was, well, such a great guy. He never missed a driver meeting or a company picnic; and when he and his wife traveled on vacation, they always made it a point to stop in Knoxville's corporate location, just to say hello, touch base with his workplace, and offer a word of kindness to everyone.



Our Holiday Tradition . . . This year, and for over five years, Highway Transport has sent FISH Hospitality Pantry Christmas Cards to our customers. A donation has been made, in each customer's honor, to provide a three-day supply of food to three hungry families in Knoxville, TN. www.fishhospitalitypantries.org

Service Anniversaries October - December, 2007

32 Years

Glen Keen,
Knoxville Mechanic

29 Years

Robert Cook,
Knoxville Driver

22 Years

Edward Shipe,
Director of Hardware
& Operating Systems
Robert Vineyard,
Knoxville Contractor

15 Years

Mark Derringer,
Knoxville
Petroleum Driver
Doug Vineyard,
Knoxville Tank Cleaner

13 Years

James Byrd,
Chattanooga Driver
Scott Ennen,
VP of Safety and
Quality

12 Years

Carra Eggers,
Director of Human
Resources
Ronald Myers,
Nashville Petroleum
Driver

11 Years

Richard Lusby,
Knoxville
Terminal
Manager
Mark Parker,
Chattanooga
Contractor

9 Years

John McGee,
Knoxville Driver

8 Years

James Tormey,
VP Sales and
Marketing

7 Years

Traci Smith,
Maintenance
Clerk
Wilbur Sneed*,
LaPorte Driver

6 Years

Jesse Foster, Jr.,
LaPorte Driver
James Hittner,
Florence Driver
Edwin Keplinger, Jr.,
Knoxville
Petroleum Driver
Stephen Robinson,
Maintenance
Supervisor

Charles Theiler,
LaPorte Driver
Theresa Wright,
Safety
Administrative
Assistant

5 Years

Enrique Acosta,
LaPorte Driver
Arthur Beckett, Sr.,
Knoxville Driver
Kenneth Dickey,
Knoxville
Shop
Manager
Joel Hubbard,
LaPorte Shop
Keith Idle,
Bensalem Driver
Adam Kennedy,
Central Driver
Manager
Bill Moyers,
Knoxville Petroleum
Driver
Harold Randolph,
Chicago Driver
William Shields,
Chattanooga
Contractor

4 Years

Kevin Cates,
Chicago
Driver

Kevin Liggett, Florence
Tank Cleaner

3 Years

Lawrence Brodin,
Chicago Driver
Ronald Cherry, Jr.,
LaPorte Driver
Joseph Flood,
LaPorte Driver
Daniel Molk,
Kankakee Driver
Robert Randalls,
Kankakee Driver
Kenneth Tyler,
LaPorte Driver
Stephen Warren,
Chicago Driver
Sharon Welge,
Kankakee DLO Mgr.
Kelly Wyatt,
Kankakee Driver

2 Years

Douglas Jones,
LaPorte Contractor
Tim Brock,
Bensalem Terminal
Manager

1 Year

Rodney Brown,
McDonough
Contractor
Mamadou Diallo,
Hebron Driver

Rogelio Nunez,
LaPorte Driver
Tracy Jackson,
Garland Driver

Adam Perkins,
Hebron Driver
John Perkins,
Hebron Driver
Howard Mims,
McDonough Driver
Denis Propin,
Knoxville Driver
Matthew Smith,
Nashville Petroleum
Driver
Mark Stucky,
Garland Driver
Michael Thomas,
McDonough Driver
Robert Wilson,
Knoxville Petroleum
Driver

Clinton Alford,
LaPorte Mechanic
Judy Booton,
Nashville Petroleum
Clerk
Kerrie Smith,
Web Developer
Judy Booton,
Nashville Petroleum
Clerk
Brian Stanten,
LaPorte Tank Cleaner
Michael Wolf,
LaPorte Mechanic

Sculpture: "Big Rig Jig"

photo by Ryan Jesena
sculpture by Mike Ross

October 13, 2007
Burning Man Art Festival
Black Rock City, Nevada:

Big Rig Jig, a sculpture conceived and designed by Mike Ross, is built from two repurposed 18-wheeler tanker trucks.

Mike Ross, a New York sculptor, and a crew of friends, built the sculpture in an Oakland, California, work space named American Steel.

Mike Ross and his crew used decommissioned trucks they found while driving around the San Francisco Bay Area.

"We drove the trucks right into the warehouse and started chopping them to pieces," Ross says.

Festival goers climbed up into the sculpture and crawled through the structural piping. Occasionally, climbers found plastic plants wrapped among the metal parts.

More in-depth scenes available for viewing at:
www.bigrigjig.com



Birthdays October - December, 2007

Bensalem

Gerald Royer

Charlotte

Raymond Brown
John Lewis
Debra Lineberger
Edward Noga
Wayne Turner

Chattanooga

Fred Barber
Mitchell Bingham
James Byrd
Billy Crawley
Deborah Crosby
Dale Guy
Michael Hall
Maxie Hollingsworth
Grover Layman
Mark Parker
Kevin Ray
Jeffrey Redmer, Jr.

Leonard Steele
Travis Vanderweide

Chicago

Lawrence Brodin
Avan Hardwell
Michelle Kleikamp
David Niven
Issac Phipps
Joel Smalley
Ryan Thomas

Florence

Justin Black
William Ipx
Eric Penn
Jerry Powell
Michael Price
Earl Robertson, Jr.

Garland

Annette Austin
Henry Bennett

Charles Craddock
Randal Layton

Hebron

Timothy Baker
George Leggett
Adam Perkins
John Tullius

Joliet

Kenneth Ghea

Kankakee

Daniel Raasch
Kelly Wyatt

Knoxville

Ray Barber
Freddy Bolden
Terry Broadwater
James Bristol
George Couch, Jr.
Robert Cook

Bob Godsmark
Sherry Hitson
Clyde Isner
Steve Kitts
Laurie Porterfield
Gary Richards
Marcus Richards
Martin Robach
Walter Satterfield
Jerry Searce
Joseph Sheldon
Edward Shipe
David Smith
Thomas Stephens
Samuel Stewart
Jerry Szmuc
Jackie Taylor
Terry Taylor
Paul Vogado, Jr.
Phyllis Washam
Rayburn Wilkerson
John Wilson
James Wiseman

Lisa Youngblood

LaPorte

Don Biagas
Andre Blackshear
Kim Blue
Eric Chenoweth
David Corley
Eric Doyle
Joseph Flood
Barry Hall
Patrick Hamilton
David Hearon III
Joel Hubbard, Jr.
Daniel Longenecker
Khalil Malik
Thomas Mathis
Arthur Miller
William McCray
Tyrone Rogers
Wilhelm Salewski
Marcia Stonestreet
Richard Staudt

Robert Truscott

McDonough

William Harris
Ernest Holloway
William Jones
Joseph Matthews
Ricky Watkins

*Wilbur Sneed's service anniversary actually occurs in the 3rd quarter. His name was mistakenly left out of the last issue of Highway Highlights. Our apologies for the omission. Congratulations, Wilbur.

Scenes from Cookouts (continued from p. 6)



Chicago: Barbeque prepared by David Niven



Knoxville: Paul Nee and Aaron Matthews



Knoxville: Corporate and terminal employees gathered at the terminal.

Last week I broke down and came to your terminal seeking help, and I was treated better than if at one of my own terminals. It was driver appreciation week, and I was treated as if I worked for Highway Transport. I would like to commend Kenny and Glenn from the shop, for all their kindness and help in getting me back on the road.



Chattanooga Event (continued from p. 1)

The industrial make-up of Chattanooga is changing very dramatically. Many states surrounding the Chattanooga terminal are evolving into high-end manufacturing zones. Transportation is quite important in the decision process as companies choose to locate in an area. The hope, at Highway, is that by improving and expanding the capability of our terminal, we can be more of a magnet to attract companies to use Highway Transport.

Steve Kitts, who organized the event, said, "The



top: Steve Kitts (right) with Christine Cook from Georgia Pacific in Atlanta. **above left:** Larry Edwards (right) with Rick Tate of the City of Chattanooga. **above right:** Lisa Falls and Monica McLaughlin of N.A. Industries in Chattanooga. **left:** a Highway Transport tank sitting on a concrete pad.

Customer Accolades

submitted to Shelly Austin, Highway Transport DLO Manager, Ecolab Facility, Garland, TX

Shelly,

This is to let you know I try to observe bulk deliveries at my accounts. I happened to be in Clinton, Oklahoma when a bulk order was delivered and I would like everyone to know that your driver Rodney Taylor was the most professional and courteous person. He did a great job, and I was impressed by his attention to detail with all the PPE that is used by him and the customer, the delivery went off without any problems he also impressed the customer. Please pass on that it was a pleasure to see someone who takes pride and does job right the first time.

Richard Sharpton, Territory Manager
ECOLAB

ability to maneuver liquid bulk tanks more quickly, safely, and efficiently on a smoother surface, enables us to provide a superior level of service."

Chattanooga Terminal Manager Nathan Warren commented, "With the current drought conditions, this has been one of the dustiest years on record, and with these new terminal renovations, we are now able to keep the exterior of our equipment clean and project our professional appearance. In fact, one of our customers jokingly called Operations Supervisor Sha'Leece Pillow to complain about the lack of dust on our tankers."

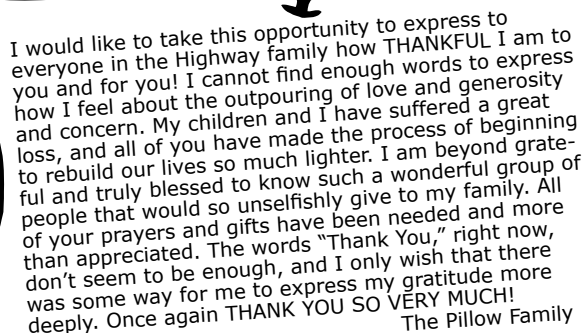
Sha'Leece Pillow Thankful, Recovering

In Late July, Highway Transport Chattanooga Operations Supervisor Sha'Leece Pillow and her four children were in Chicago visiting family when Sha'Leece was notified that her rental home back in Cleveland, TN burned. One person,

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(865) 584-8631 ext. 1418*

who was staying at the home while the family was out of town, died in the fire. Highway Transport HR Director Carra Eggers and Financial/IT Analyst Aaron Matthews recently drove to Chattanooga to deliver cash and household items donated by employees. Employees at Highway Transport's Chicago Ter-

minal also made a financial gift. Driver Sharon Warne visited Sha'Leece with a coffee maker and money collected from employees at the LaPorte terminal. Sha'Leece and her four children are currently renting a home in Cleveland, TN; However, the landlord could only guarantee the rental through the end of December, 2007. So, Sha'Leece and her children may be faced with moving again during the upcoming holidays. Sha'Leece reports that her 15-year-old son and 12-year-old daughter have had a difficult time coping with the aftermath of the fire. Highway's Chattanooga Terminal gave generously, and Neil Evans' church gave a big contribution. Donations are continually accepted and delivered to Sha'Leece via HR Director Carra Eggers.



I would like to take this opportunity to express to everyone in the Highway family how THANKFUL I am to you and for you! I cannot find enough words to express how I feel about the outpouring of love and generosity and concern. My children and I have suffered a great loss, and all of you have made the process of beginning to rebuild our lives so much lighter. I am beyond grateful and truly blessed to know such a wonderful group of people that would so unselfishly give to my family. All of your prayers and gifts have been needed and more than appreciated. The words "Thank You," right now, don't seem to be enough, and I only wish that there was some way for me to express my gratitude more deeply. Once again THANK YOU SO VERY MUCH!
The Pillow Family

Important Benefit Reminder: Enrollment Change Period occurs during the month of November! November is the month when you make your benefit changes for 2008. Because of the recent changes to the Watkins Health Benefit Plan, the Watkins Employee Benefits division staff in Atlanta has extended the enrollment period through December 17.

Online forms on www.hytt.com

For your convenience, forms are available on Highway Transport's internal web, including *Vacation Request* and *Direct Deposit*. Employees can download, print, sign, and send the forms to HR Director Carra Eggers.

Thriving 401K Suffers from Lack of Participation Throughout 2007, Highway employees have been experiencing excellent returns in their 401K accounts. However, less than half of employees participate in the 401K program. Highway's 401K program is managed by a company named "The 401K Company." With the beginning of the new year, consider allocating 6% of your income into the 401K in order to receive the company match. You'll be glad you did. Start by visiting the website: www.401Kaccess.com

Information Technology Streamlines by Sharing with LandSpan and Sunco

*reported by Paul Noe
Director of Information Technology*

In an effort to streamline operations for the three main transportation companies under the WAI umbrella, Highway Transport is teaming up with LandSpan and Sunco to share our existing TMT/Transman shop maintenance software across all three companies.

Landspan and Sunco officials paid a visit to Highway Transport's corporate office in October to learn about how Highway uses the Transman software. During their visit, they also got a look at the other software products that

Highway uses for accounting, dispatch, logistics as well as how Highway's I.T. systems operate.

There are several areas where Landspan and Sunco will benefit from the Transman software, according to Larry Edwards, Highway's Director of Maintenance. Some of these benefits include better ways of tracking equipment warranties and vendor costs and managing inventories. Highway Transport will be hosting the new TMT/Transman servers that Landspan and Sunco users will connect to from their maintenance shops and their corporate headquarters in Lakeland, Florida. . . .continued on p. 12

News from our colleagues within

WATKINS
ASSOCIATED INDUSTRIES

the WAI family of companies



Own the Fourth Quarter

Many of our peers in the industry are struggling,

and would like to take freight from us. They can be successful in scoring against us when we fumble by not picking up and delivering on time, or delivering with unnecessary claims.

I plan on winning this year, by owning the fourth quarter. Please join me and the rest of the Sunco team.

Bob Baker, VP Administration & IT

Information Technology Streamlines by Sharing with LandSpan and Sunco

(continued from p. 11)

Highway President Greg Watkins adds, "This will be the beginning of a relationship between the companies that will allow each to benefit from the strengths and experiences of the others. Among all WAI companies, Highway Transport has consistently been at the forefront when it comes to implementation of I.T., and this is one way for all three companies to combine forces and emerge stronger."

Sunco employees sent pictures of their children in Halloween costumes. Images were published in *The Sunco Courier*.



Below: Scenes from Nashville Petroleum Terminal Renovations

Nashville Petroleum Terminal Manager Sondra Frazier (pictured below) has been able to keep operations running smoothly amid the renovations.



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