



# HIGHWAY Highlights

linking all employees and contractors

## Croydon, PA: Opportunity Knocked, Highway Answered

December 29, 2008--Highway Transport Chemical, LLC closed the door on the terminal in Bensalem, PA and opened the door to the location at 2910 River Road in Croydon, PA. HT, Chemical is proud to be up and running and serving the Rohm and Haas Plant adjacent to this location.

A lot of activity has been taking place in regards to clean up, setup, repairs, and operating a 2-bay shop, 2-bay cleaning rack, cleaning equipment room, waste water storage tanks, steam bay, office, and on-site Dedicated Operations for Rohm and Haas. Though we have worked together for nearly two months, we extend an official welcome to Jim Kinnevy who now serves as the Rohm and Haas Dedicated Operations Manager at this Croydon location.

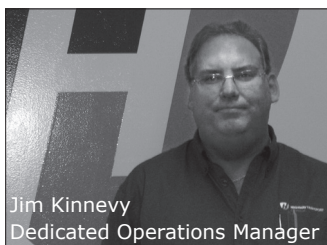
As of February 10, the drivers have hauled 435 loads, the tank wash has cleaned 347 tanks, and the shop has created 139 repair orders on the equipment domiciled in Croydon. The team effort has been tremendous! The drivers have done a great job making on-time error free deliveries. The new shop and tank wash employees have worked hard making repairs to the facility, cleaning the facility, painting various spaces in the terminal. The office personnel have all contributed to the success of the new operation. A special word of appreciation goes to all the driver trainers that came to Croydon to help in the startup.

Every department and every employee has helped to make the Croydon operation a suc-



Kneeling in front from left to right: Tony Samples, Mo Farah. Standing left to right: Rick Wojciechowicz, Shawn Robinson, Ron Roberts, Adam Hummel, Bob McBryar, and Chris Whitlock. Tony, Mo, Shawn, & Ron work in the Tank wash. Rick, Chris, Bob, and Adam work in the shop.

cess. Larry and I would like to thank every tank wash and shop employee for working together and going the extra mile during the startup of operations at this location. The help and cooperation has been excellent. Knoxville shop mechanic Walt Satterfield is to be commended for his a pivotal role during the first two-weeks, which was the most crucial time to get the shop going.

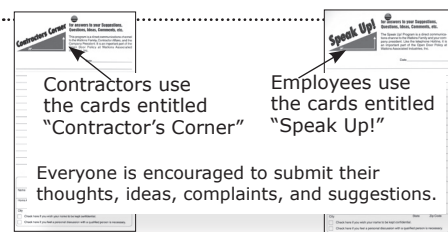


Jim Kinnevy  
Dedicated Operations Manager

When this new facility began, we were all barely able to celebrate the Christmas holiday with our families, and here we are skipping Valentine's Day. It is so important that the sacrifices of our family members do not go unrecognized. Their support sustains us, and we love them for it.

My better half is Emily, and we have three children--Caroline, Catie, and John. Larry's wife is Mary. Everyone on this Croydon project feels fortunate to be doing good work and providing for our families. ♥

best regards, Rick Lusby and Larry Edwards



## Great Things Are Happening: ExxonMobil is a New Customer

submitted by Paul Goodale, Director of Pricing

February 10--ExxonMobil contacted Highway Transport and informed us of their desire to award our company a substantial amount of business in their 2008/2009 bid. Highway will be awarded 3,854 annual shipments from both their Intermediates and their Lubes divisions. These shipments will originate in the Chicago and the Houston areas. This is very exciting news for Highway. A large business award from a brand new customer! Congratulations to everyone! ♥

## February Birthdays

Doug Atchley  
Michael Bardwell  
Mark Brown  
Jerome Buckley  
Howard Wayne Capps  
Peter Cohen  
Jason Cranfield  
Byron Crosby  
Larry Duncan  
Jesse Foster, Jr.  
James Fraley  
Marcus Galimore  
Willis Haun  
Thomas Heatherly  
Beverly Henderson  
Darrin Holloway

Dean Hunter  
Rodney Hykes  
Joseph Macon  
David McFarland  
Howard Mims  
Scott Nussbaum  
Nicholas Pearson  
Kelvin Prince  
Kerrie Smith  
Randall Standifer  
Charles Lee Theiler  
Dawn Vermillion  
Bob Vineyard  
Brian Vinson  
David Williams

## Service Anniversaries February 2009

**33 Years**  
Wayne Coward,  
Knoxville Tank  
Cleaner

**17 Years**  
Lonnie Surgener,  
Knoxville Driver

**15 Years**  
Ernest Holloway,  
McDonough Driver

**12 Years**  
Eric Frost,  
LaPorte Mechanic  
Dennis Williams,  
Knoxville Driver

**11 Years**  
Clyde Isner,  
Linehaul Supervisor

**10 Years**  
Chris Jenkins,  
Florence Terminal  
Manager

**8 Years**  
Bob Vineyard,  
Knoxville Contractor

**7 Years**  
Robert Graham,  
Knoxville  
Tank Cleaner  
Jennifer Myers,  
Petroleum Clerk

**5 Years**  
Bruce Frost,  
Chicago Mechanic  
Jonathan Lockstein,  
Regional Sales  
Manager  
Ralph Neal,  
Knoxville Driver  
Charles Parkhurst,  
Florence Contractor  
Eric Penn,  
Florence Driver  
Joy Widmeyer,  
Chicago Operations  
Supervisor

**4 Years**  
Howard Dollard,  
Nashville  
Petroleum Driver  
Sarah Henderson,  
Director of Accounting  
Bill Nelson,  
Chicago Driver

**3 Years**  
Dale Guy,  
Chattanooga Driver  
William Hegerty,  
Knoxville  
Petroleum Driver  
John Wice,  
Knoxville Mechanic

**apologies:**  
In the Q4 2008 issue  
of *Highway Highlights*,  
we neglected to list:

3 Years  
Diana White,  
AR Specialist

**2 Years**  
Donald Franks,  
Garland Driver  
William Harris,  
McDonough Driver  
Wayne Turner,  
Charlotte Driver

**1 Year**  
Michael Bardwell,  
Knoxville Driver  
Michael Gilbert,  
Kankakee Driver  
Willie Kinley,  
Knoxville Contractor  
Sam Stewart,  
Knoxville Driver  
Larry Wysong,  
LaPorte Driver

## Staying Out Of Trouble

from the desk of Human Resources

**Following are some helpful tips on how to avoid potential sexual harassment charges from occurring. It might also be a good idea to go over these tips with your employees:**

**Inappropriate Calendars** – There should not be any type of nude or semi-nude posters or pin-ups of males or females anywhere in the workplace. This includes any posters that could be considered sexually or pornographically suggestive.

**Dress Appropriately** – Wear clothes that are appropriate in a business setting and within dress code policy. As a manager, it is your responsibility to enforce the dress code by counseling employees who dress inappropriately and disrupt the workplace.

**Use Courtesy Instead of Contact** – Whenever possible, offer a handshake instead of a hug, or encouraging words instead of a pat on the back.

**Same Sex Test** – If you think a comment is inappropriate but you are not sure, how can you tell? Ask yourself these questions. If you're a male, would you tell another male he has a sexy butt? If the answer is no, then the comment is probably inappropriate. Would you tell that joke if your spouse or child is around? If the answer is no, then the joke is probably inappropriate.



**Compliment Good Work, Not Looks** – Put the emphasis on the employee's work, rather than his or her appearance.

**Maintain Your Own Space** – Women often interpret a man leaning over their desk or standing very close as domineering or threatening. Men may think of a woman's touching as sexual, regardless of the context it was done in. To avoid confusion, keep your distance and keep your hands to yourself.

**Use Proper Names** – Don't refer to individuals as "honey, sweetheart, babe, sugar, etc." Even if you mean it in a nice way, some people find these references highly offensive. If you know the person, call him or her by their first name, or Mr. So-and-So or Ms. So-and-So, if you do not know them.

**SO.....before we speak or act on impulse, we must first ask ourselves "would this appear reasonable to my peer"; also, ask yourself how it would look in a court of law in front of a judge and/or jury, or even better the front page of your local newspaper!!**

Using good common sense and taking a professional approach makes for an enjoyable, yet safe environment for all.

**You Are A Leader.  
It Begins With You!**



## Driver Safety Awards



Brian Sorenson (left) is presented the one year safety award (belt buckle) by Jeff Caron, Nashville Terminal Manager.



Eugene Wheeler (left) is presented the seven year safety award (diamond for ring) by Jeff Caron, Nashville Terminal Manager.