



HIGHWAY TRANSPORT

linking all employees and contractors



COMMITMENT TO TANK WASH

ABOVE: **Croydon, PA** — Tony Sample
Photo by Bob Connor

Best Part of the Job is When Customers are Happy and Everyone Keeps Rolling

Consistently across the board that is what every tank wash employee in this interview says when asked, "What's your favorite part of the job?" Enjoy these scenes and stories from conversations with the following three tank wash experts:

- ▶ *Croydon, PA – Tony Sample, 7 years*
- ▶ *LaPorte, TX – Walt Gamble, 14 years*
- ▶ *Florence, KY – Mike Liggett, 17 years*

Spinner [industry lingo] is the term for rotary jet spray nozzle machines that are lowered into the tanks and spray water in all directions; it makes the inside of the tank become similar to a dishwasher.

When tank washing first began, the most basic method of tank cleaning was the fill and drain method; simply fill up the tank and let the water drain out. Then came the spray ball method. Nowadays, the predominant tank wash method is the spinner.

GAMAJET/Sellers is the brand of spinners used by Highway Transport Chemical.

Tony Sample - Croydon, PA

Equipment We Use: RAE monitor to sample the air quality of the trailer. The RAE monitor is worn on the person while they are inside the tanker trailer.

Going in the Tank: As long as you follow the safety procedures, it is fine for a person to be in the tank. We are required to have annual confined space recertifications. When the customer tells us a trailer is required to be "bare metal clean" you have to go in and inspect the inside of the tank. We get 3 or 4 tanks per day where you have to do a bare metal clean.

Busiest Day of the Week?: Busiest days are Monday, Tuesday, Wednesday and Friday. Basically its just busy.

Your Main Customer?: Dow Chemical, BP/Castrol, Stepan and Evonik.

Best Part of the Job?: Customer satisfaction. The time that we spend on these tanks means there's no problems, no concerns, and everybody's happy.

continued on p.3...

- Table of Contents -

Commitment to Tank Wash	1
Instagram and social media	2
Commitment to	
Tank Wash <i>continued</i>	3
Driver Safety Awards	4
Commitment to	
Tank Wash <i>continued</i>	5 - 6
George Molander	7
Driver Safety Awards <i>continued</i>	7
Personnel	8
Service Anniversaries	9
Birthdays	10
Paper Pilot Review	10
Mack Driver Survey	10
IMPORTANT: ADP® Benefits	
& Open Enrollment Packets	11

Encouraging Words From Dow

08-2015

ROHKN0 - KNOXVILLE, TN
HTC CARRIER MONTHLY
PERFORMANCE

Another solid month of
performance! Thanks
for all you guys do.

Regards,
Jon

(Jonathan Arnold of Dow)

- Next Issue Coming Soon -

*In-depth interviews with Shops and what
they do to keep Highway Transport Chemical
rolling.*

- Communications -

865-474-8002
communications@hyttlogistics.com

- Purpose -

To keep 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.

Mail Any Correspondence to:

P.O. Box 50068
Knoxville, TN 37950-0068
phone: 1-865-474-8002

Heartwarming Customer Feedback via Dan Dufner

The customer complaints have disappeared, the late pick-up notifications from the terminal have stopped, and now my logistics staff had time to perform value added tasks instead of fighting fires caused by poor carrier performance. This success is directly a result of the HYTT personnel that accept the tenders, schedule the drivers and control the equipment, which is the crew at our servicing terminal. Thanks for your support.

Martin S. Hutton

Logistics Manager, Acrylic Monomers

BU Performance Monomers / NAFTA / Supply Chain Management



Instagram Photo Contests



ABOVE: popular
Instagram
image hashtagged
#HTSummer by
@crystalrena73



Let's just start by re-stating the obvious...NEVER use a mobile device while driving. During personal time when not behind the wheel, most employees engage in social media. When used appropriately, it is a great way to bring everyone together. Check out Highway Transport's Instagram zone by doing the following:

1. Register to be on Instagram by visiting www.Instagram.com then signing up to be an Instagram user.
2. Post images on Instagram, and in the text field, use the hashtag symbol # and text that relates to one of the following HT hashtags...

#HTSPRING April 1 - 30, 2015

#HTSUMMER May 1 - June 15, 2015

#HTFALL October 1 - November 30, 2015

Winner:

Joliet Driver Andre Jones

Winner:

Samantha Edwards
@thesamzzz

On the Web



Summer 2015 marks the quiet transformation in the design of the new company website **hytt.com**. Now all Highway Transport sites are visible on mobile devices. Highway Transport websites:

- ▶ hytt.com
- ▶ hyttdrivers.com
- ▶ drive4highway.com

Social Media



facebook.com/HyttDrivers



@HyttDrivers



Highway Transport Logistics, Inc.



pinterest.com/highwaytransport/



instagram.com/hyttdrivers



youtube.com/HyttDrivers

COMMITMENT TO TANK WASH

Least Favorite Part of the Job?: Slowdowns. We sometimes work with older equipment; equipment failures can slow down our process. Some of the tanker trailers that come in here are center unload trailers. It can be a challenge positioning the center unload tanker trailer when we bring it into the wash bay.

Comments?: We try to conserve our water usage. Dow owns our facility, but we try to help them out by conserving water. This job is not for the timid, weak or claustrophobic. If one person slacks off it creates a problem. Anyone interested in this job must like to work. It can be physically demanding. Companies send inspectors and visitors here. They like to see our procedures. We relay that information and get along good. Every couple of months, our friends at Dow come over to share a sandwich or pizza. Again, Dow is the actual owner of the Croydon facility, and Highway Transport signs a contract and leases the facility.

Walt Gamble - LaPorte, TX

Equipment We Use: Here in LaPorte we've always used spinners. Started out with 2 spinners. Now there are 4. Our spinners are produced by **GAMAJET/Sellers**. Our distributor, J. Tech Sales®, recently came out to visit us and held a training class on servicing and rebuilding spinners. We can rebuild our spinners in-house with a \$250 kit. If we send out for a rebuild, the cost is around \$1,000. We were also having some problems with the chemical that we were using before. Now we use an improved chemical so that we don't have to wash as long as we used to. We have a guy that handles the wastewater details here in LaPorte. We walk every tank after we get finished, so customers have grown to trust us to clean every tank just right. Most of our customers want the tank to be "bare metal clean." That means after the spinner has run, we go in and –by hand– get the tank clean down to the bare metal.

Going in the Tank: Going in the tank is not really scary. We're so used to doing it. We have to make sure we use the air monitor. It is a RAE monitor that checks the carbon monoxide and all the oxygen. It is hand held and attached to a hose you lower down in the tank before you enter. It samples the air quality before an entry is made, and we record the readings on our entry permit to make sure the atmosphere is safe. We wear the retriever line that has to be hooked to us in case for any reason we have to be retrieved. So far so good, I've never had to be retrieved.



LaPorte, TX - Walt Gamble
Photo by Philip Hise

Busiest Day of the Week?: Right now its not as busy. Usually Tuesdays are the busiest for us. This is the best time (August) to do our yearly training. We did a tank entry training and simulated rescuing a person. Tank Entry Training is once per year. We climb on the top and there is an overhead cable that we hook onto. The retriever line is hooked to the overhead cable. The cable is hooked to our harness.

Your Main Customer?: Dow is the biggest customer. Years ago Dow had a guy that used to look at everything. He would come to the terminal and drop in on us. That was when we had just gotten the contract. They still drop by sometimes, just not as frequently.

Best Part of the Job?: Getting the tanks out on time so they can be prepped to go get loaded. It is good to get 'em out and making everybody happy. As long as the tanks get out on time and as long as they can get loaded and delivered everybody's happy.

Least Favorite Part of the Job?: Cleaning the drains out. We clean the drains every 4 months. If you keep the drain clean it makes it easier for the water to flow. It takes two guys to clean the drains –me and one extra person.

continued...

DRIVER SAFETY AWARDS

Safe drivers are increasingly in short supply. The entire staff, from bill collections to tank wash, hold drivers in very high regard. The drivers who work at Highway Transport Chemical take a lot of pride in what they do. Highway Transport staff members communicate with customers and enjoy good comments about driver safety. Highway Transport Chemical staffers consider it an honor to work with professional drivers and treat chemical tanker drivers as though they are "our second family."

Not pictured: Florence Driver Norm Noel - 4th Year Safety Award



left: Joliet Driver Andre Jones - 3rd Year Safety Award
right: Joliet Terminal Manager Sean Quaderer



Joliet Driver Eric Scott - 2nd Year Safety Award



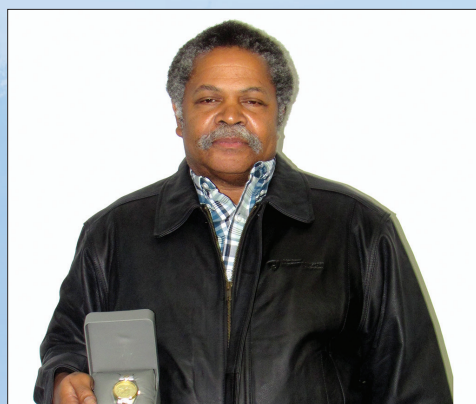
right: Joliet Driver Gregory Myers - 2nd Year Safety Award
left: Joliet Terminal Manager Sean Quaderer



McDonough Driver Howard Mims - 3rd & 4th Year Safety Award



Joliet Driver Jim Renfroe - 2nd Year Safety Award



McDonough Driver Melton Tennale - 3rd & 4th Year Safety Award



Florence Driver Michael Kyle - 4th Year Safety Award



McDonough Driver Tony Riggins - 4th Year Safety Award



right: Joliet Driver Ronald Byrd - 3rd Year Safety Award
left: Joliet Terminal Manager Sean Quaderer



left: Joliet Driver Ron Booker - 4th Year Safety Award
right: Joliet Terminal Manager Sean Quaderer



ABOVE: Croydon, PA — Photo by Kristen Oshansky taken the day Croydon Shop and Tank Wash completed annual confined space entry training.

Left to Right Top: Dave Horeis, Jon Krouse, Jon Yob, Tony Sample, Tim Craig, John Mizin, Mike Krescanko *Left to Right Bottom:* Dave Rudan, Moe Farah, Pete Vickery

Comments?: What I try to do is do the best possible job I can do on a daily basis. Things are going pretty smooth so far. I always come to do the best job I can do. And the guys around me are great. I try to encourage them to do the same. It's been a good experience so far. Everybody tries.

The newer tanks are nice. I'd rather clean the rear unload tank rather than one that unloads from the center. It is easier for the spinners to go in and the water circulates better. On the center unload tanks, the spinner can sometimes get positioned over a valve and block circulation. Sometimes you have to shut the water off so the water can catch up with the spinner.

Mike Liggett - Florence, KY

Equipment We Use: We got rid of the spray balls when I first came here 17 years ago; they were in the way so we took 'em down. We only use spinners. We have one spinner for each wash bay, and there is a spare spinner. We use the spare when we rotate. Each spinner has a quick disconnect, so that if something goes wrong, we quickly connect our spare spinner.

Here in Florence, all customers require bare metal clean. Some people use the term "Blade Clean," as if you had scraped the interior of the tank with a razor blade.

continued...

COMMITMENT TO TANK WASH

Mike Liggett continued from p.5...

Going in the Tank: We regularly do confined space training. It's not exactly easy. You know you've got the harness, the hose, the retrieval system, a respirator...etc. You have to wear all the Personal Protective Equipment (PPE) + initially test the air. Plus, there is a monitor that constantly samples the air.

RAE Monitor

[industry term] Pronounced "Ray Monitor," this is the name of a device that senses the following:

- H₂S - Hydrogen Sulfide
- CO - Carbon Monoxide
- LEL - Lower Explosive Limit
- VOCs - Volatile Organic Compounds
- O₂ - Oxygen needs to be 20.9

Tank Wash Gear

- A 3M™ supplied air panel is used to provide Grade D breathing air to the tank washer through a full face respirator.
- Body Harness
- Retrieval Device
- Gloves
- Boots
- Flashlight
- Razor Blade Scraping Tool

Busiest Day of the Week?: Friday normally. We try to get everything completed, so nobody has to come in and work on the weekend. Our tanks here haul a lot of latex. Latex has to be pressure washed then razor bladed off. Whatever latex is left, we go in and scrape out with a razor blade. We also use green Scotch-Brite® scouring pads.

Tank wash here has 2 on day shift and 2 on 2nd shift. The two on 2nd shift are there til 12:00 midnight. It all depends on how the freight runs.

Many loads don't start rolling until the afternoon. That is when 2nd shift becomes busier.

Water usage a concern?: We try to reduce water usage, because water disposal is the larger issue. Our sanitation

and disposal is quite expensive. We also have a heel program in place, which helps the environment. Before we begin cleaning, we capture any residue or "heel" of chemicals that might be left in the tank. Plus, there is an oil/water separator. This helps reduce the amount of waste that actually goes into the sewer.

Your Main Customer?: L'Oréal is less than a mile away. The L'Oréal business cycle determines when we are busiest. Every other tank wash facility in this area is located across the river in Cincinnati...actually 15 miles north of Cincinnati at the top end of the 275 loop. Drivers do not want to fight the traffic to get down here from Cincinnati and across the river. We're convenient for everyone on this side of the river. We do a good job.

Best Part of the Job?: Payday. After you do a job 17 years, very few things come up that I haven't seen or done before. Having this job down makes it nice because I don't have to worry about too much.

continued on p. 7...

Florence, KY — Photo by Chris Jenkins
left: Thomas Foster
right: Mike Liggett



Where are Highway Transport Chemical Tank Wash Facilities and Shops Located?



DRIVER SAFETY AWARDS

continued from p. 4...



right: Joliet Driver Doug Scales - 2nd Year Safety Award
left: Joliet Terminal Manager Sean Quaderer



left: Florence Driver Michael Hunt - 4th Year Safety Award
right: Florence Operations Supervisor Blake Horton



right: LaPorte System Driver George Molander
left: Joliet Operations Supervisor Eric Ely

George Molander

reported by
Scott Ennen
Vice President of Safety and Quality

Our drivers are everyday heroes with the deepest concern for others. When we receive a call about a driver, we create an "incident report." I'm so proud of George and the way he handled some tough driving conditions. Enjoy reading the following report details:

Driver: George Molander

Driver Manager: Jerry Searce

Location: I-24 W/B, near Calvert City, KY

Incident Description: Motorist called and praised HTC driver for his professional driving in adverse weather.

Action Taken: Voice message left on safety phone extension at Joliet. Eric Ely retrieved message and passed on to Scott Ennen. George thanked by Scott Ennen on phone. Thank You pen sent to George.

Damage Description: Eric Ely reports...Received a call today from a driver that did not leave his name praising this Highway driver for his safe driving habits during adverse conditions. Stated he could not feel safer around him that he is going at or below the speed limit and being very cautious and it is very much appreciated. Driver stated that he just wanted to give the truck driver credit for being such a safe driver.

Driver Statement: Driver reports heavy rain on I-24 W/B in Kentucky 100-150 miles from Nashville.

Corrective Action: None needed.

Primary Cause: Driver demonstrated professionalism while operating safely in adverse weather conditions.

Tractor: 2006 MACKX - CXN613-M

Trailer: 1993 BRE Single Center H-I-T

Product: Coagulant 129, 4,500 gal

2015 Driver & Employee Appreciation



September 13 - 19, 2015 is National Truck Driver Appreciation Week

Wednesday, September 16, 2015


Lunchtime Cookouts and Celebrations
Most Highway Transport Locations Nationwide



COMMITMENT TO TANK WASH **Mike Liggett** continued from p.6...

Least Favorite Part of the Job?: Tank Entry. It is very cumbersome with a lot of equipment you have to wear but a necessity to make sure the trailers meet our customers' requirements. When going into a trailer, the air is what we call "supplied air." We ventilate by pulling outside air in. To do that, we use a system where a compressor supplies filtered air that we breathe. We started using the filtered supplied air a few years back. There is a lot of training involved. Once a year we do annual training and go over scenarios where we have to rescue someone out of a tank. Following the proper safety protocol is crucial for:

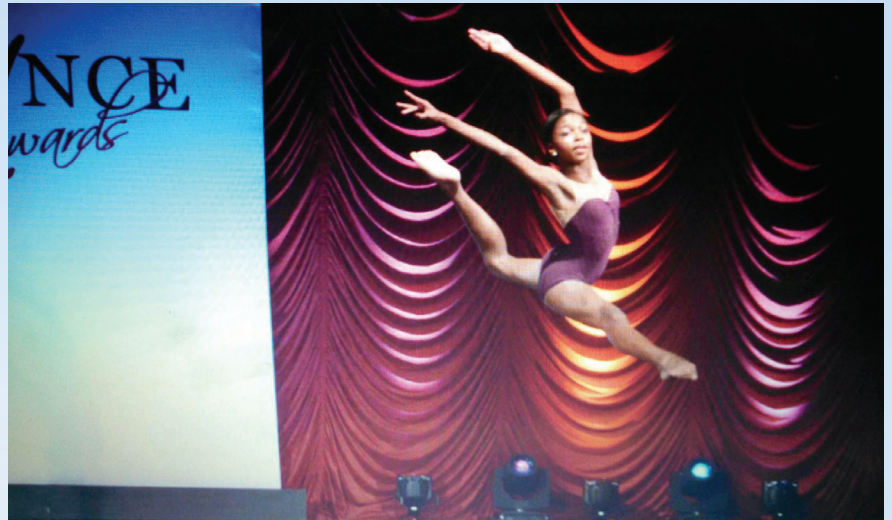
1. protecting lives
2. protecting customers

It is definitely time consuming to do it the right way, but that's the only way we're going to do it. 

PERSONNEL

Sade, Granddaughter of Kenneth Dickey in Knoxville

Sade has been dancing for 9 years in *Revolution Dance*. Throughout the summer, she traveled to New York and Los Angeles. Scenes from her solo in New York...



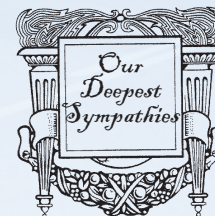
COMMUNITY FOUNDATION OF GREATER CHATTANOOGA

Steve Kitts, himself a Veteran, along with other members of the Choo Choo Shag Club, presents a check for \$7,000.00 to Pete Cooper, President of Community Foundation of Greater Chattanooga. The check is for the Chattanooga Heroes Fund, started by Peyton Manning for the Families of our fallen Heroes and those

wounded in the attack on our Military on July 16. The donations were collected during the club's 21st Annual "Shag Tracks", a 4 day event held at the Alhambra Shrine Temple and Best Western Hotel, Ringgold Rd. in Chattanooga, TN. This year's event hosted 360 beach music shag dancers representing 27 clubs from 13 states.



FLAGS AT ALL HIGHWAY TRANSPORT LOCATIONS:
We asked God to watch over the fallen, the families, and their communities. As a mark of respect for the victims of the senseless acts of violence perpetrated on July 16, 2015, in Chattanooga, TN, the flag of the United States was flown at half-staff at all Highway Transport locations throughout the United States until sunset, July 25, 2015.



Clyde Isner

It is with heavy hearts that we report the death of Linehaul Supervisor, Clyde Isner, on Sunday, May 10th. Clyde was a beloved friend, colleague, and asset to HTC. He is missed by many.

Victoria Williams joins Highway Transport Logistics as a part-time Human Resources Intern. She is originally from Athens, TN and is currently in her senior year at the University of Tennessee majoring in Marketing with a collateral in Human Resources Management. We are excited to have Victoria join the Highway family.

Eric Ely joined Highway Transport in May of 2013 as a driver. Then in the spring of 2015, Eric took on the role of Operations Supervisor at the Joliet terminal. Throughout the Fall of 2015, Eric once again takes on new duties and becomes Safety Training Supervisor of the Joliet terminal.



Tony Thomas is the new Operations Manager at Highway Transport's BASF Dedicated Account in Chattanooga, TN. Tony was previously the Logistics/Transportation Manager for Ryder overseeing the Volkswagen account. Prior to that he was the Maintenance Manager with US Express.



Philip Hise became Highway Transport's LaPorte Terminal Manager in May. Philip has a background in education. He started out as a driver then transitioned into the role of driver trainer. Philip currently oversees all facets of terminal operations, from budgeting to supervision to customer relations.



Tyler Mulligan joined Highway Transport Logistics in June as our Data Analyst. Most recently, he served 4 years as a Business Analyst at Jewelry Television in Knoxville, TN. Tyler holds a B.S. in Logistics from the University of Tennessee with a collateral in Information Management.

August - December 2015 SERVICE ANNIVERSARIES

40 Years

Glen Keen

36 Years

Paul Vogado

29 Years

Barry Hall

26 Years

Gary Reagan

25 Years

Stefon Davis

23 Years

Doug Vineyard

23 Years

Billy Lively
Leonard Steele
Lonnie Surgener

22 Years

Bill Reagan

21 Years

James Byrd
Scott Ennen
Christy Paul

19 Years

Rick Lusby

17 Years

Mike Liggett
Duane Regnier

16 Years

Kim Adams
Neil Evans
Charles Tinch
Jim Tormey

14 Years

Billy Crawley
Walt Gamble
David Weidner

13 Years

Kenneth Dickey
Jerry Noland
Kathy Rock
Philip Teto

12 Years

Larry Duncan
Joel Hubbard, Jr.
Kevin Liggett
Wilhelm Salewski

11 Years

Antonio Arsuaga III
Bruce Frost
Robert Randalls
Dexter Ratliff
Kenneth Tyler
Kelly Ray Wyatt

10 Years

Timothy Brock
Shaleece Pillow
Gary Richards

9 Years

Jacob Edwards
Rogelio Nunez
Denis Propin
Kerrie Smith
Mark Stucky
Michael Wolf

8 Years

Donald Franks
Jerry Powell
James Smith

7 Years

Michael Blochowski
David Coleman
Floyd Elzie
Morad Farah
Jim Kinnevy
Ralph McFarland
David McLeod
Billy Morgan
Matt Powell
Kenneth Salmon
Tony Sample
Doug Scales

6 Years

Matthew Bruer
Amanda Hawkins
Andrew Johnson
Robert Mapp

5 Years

Peter Ballard
Ronald Dunlap
Donald Elder
William Foyer
Todd Helms
Kevin Hibdon
Michael Hunt
Jesse Kirk II
Rachel Ludwig
Victor McCullum
Mark McNabb
Michael Overton
David Owens
Charles Parkhurst
Ed Regan
Todd Schrebe
Philip Shelley
Mark Suarez
Jonathon Yob
Kevin Zyllo

4 Years

Phillip Beck
Stephen Bochar
Sandra Burnette
James Hegland
John Mizin

3 Years

Eddie Brown
Vernon Crow
Michael Donaldson
Gregory Myers
Richard Paden
Greg Quaresima
James Renfroe
Victor Torres

2 Years

Lawrence Acosta
Christopher Brodbeck
Patrick Burnett
Stanley Goodwin
Cliff Irons
Michael Isaacs
Joraine McDaniel
Jennifer Myers
Thaddeus Netherton
James Russell, Jr.
James Syverson
Richard Tuders

1 Year

Allen Adams
Gustavo Alanis, Jr.
Anthony Alexander
Bobby Booth
Henry Brown, Jr.
Danny Bruner
Wayne Bryan
Kevin Cameron
David Campbell
Sandra Carr
Robert Celia

Cody Clarke
Helen Colon
Rosendo DeLaRosa
James Eden
Samuel English
John Gilliland
Michael Gilvin
Arnulfo Gonzalez
Amy Hansen
John Hill
William Hodge
Jonathan Horton
Douglas Isbill
Napoleon Keller
Omjasisa Kentu
Edwin LaFour
Michael Lewis
Jeremi Matczak
Katrina Never
Victor Paez
Harold Randolph
Marvin Rollins
Paul Sandlin
Larry Tinch
John Troughton
Myron Washington
Ronald Welch
Thomas Williams
Kenneth Woods, Jr.

Congratulations to everyone on this list! Send any changes or corrections to:

communications@hyttlogistics.com

Biometric Screening

It's getting to be that time of year again! You will start seeing emails regarding Biometric Screening and Annual Enrollment. In an effort to get on the books early this year we are reserving earlier dates for Biometric Screening. New this year... eligible spouses receive a free Biometric Screening as well. This will not increase the amount of your incentive but Watkins Associated Industries is looking into offering an incentive for spouses who participate.

MARK YOUR CALENDAR! Participate in On-site Biometric Screenings:

- | | |
|--|--|
| ► Knoxville, TN Terminal
Dates: 11/12/15 & 11/13/15
Start Time: 11:30 a.m. EST | ► Chattanooga, TN Terminal
Date: 11/11/15
Start Time: 10:30 a.m. EST |
| ► La Porte, TX Terminal
Dates: 10/26/15 & 10/28/15
Start Time: 10:00 a.m. CST | ► Joliet, IL Terminal
Date: 11/4/15
Start Time: 9:00 a.m. CST |

Unable to participate in an On-site screening event?

Patient Service Centers will be available for all locations.

BIRTHDAYS October - December 2015

SEPTEMBER

HTC

Don Anders
Bennie Banks
Kenny Barnett
Ronald Booker
Ronald Byrd
Sandy Carr
Jose Collado
Jose Cruz-Gutierrez
Rosendo DeLaRosa
Dale Ducote
Jacob Edwards
Johnson Eiler
Mike Gilvin
Dennis Hanson
Edward Heard
Ronald Johnson
Bobby Martindale
Daryl McClenton
George Molander
Rogelio Nunez
Omar Oshman
David Parr
Rosario Pickens
Billy Pickett
Robert Randalls
James Robich
Carlos Rodriguez
Kenneth Sampson
Andy Schultz
Brenda Skoda
Gerald Sullivan
Richard Tallent
Mathew Vanderburgh

HTL

Sandy Carr
Victoria Williams

OCTOBER

HTC

Adrian Alfred
Dillan Alfred
Robert Begliutti
Justin Black
Ronald Brady
Ronnie Bridges
Kevin Cameron
Richard Collins
Vernon Crow
Mark Daugherty
Eric Doyle
Julie Duncan

Donald Edwards
Timothy Farmer
William Foyer
Kenneth Ghea
Carol Guinn
Michael Hall
Jon Huggins
Victor McCullum
Ralph McFarland
Jennifer Myers
Ed Noga
Michael Overton
Matthew Parker
John Paschal
Michael Peachey
Wilhelm Salewski
Walt Satterfield
William Shaughnessy
Joe Sheldon
Mark Suarez
John Troughton
Paul Vogado
Kelly Wyatt

HTL

Elizabeth Dick
Amanda Hawkins
Steve Kitts
Linda Nelson

NOVEMBER

HTC

Lawrence Acosta
Damian Barrientes
Ashley Beasley
Eddie Brown
James Byrd
Robert Celia
Derrick Davis
Warren Davis
Donald Elder
John Gilliland
Christopher Goodnight
Andrew Green
Barry Hall
Ernest Holloway
Joel Hubbard
Michael Hunt
Jeremy Lindsay
Mark McNabb
Mark Meads
David Meyers
Jerry Noland
Thomas Olejniczak
Juan Ortiz

Jerry Powell
Thomas Rannala
Kevin Ray
Tony Sample
Jerry Searce
Todd Schrebe
Eric Scott
Gregory Sorah
Robert Starrett
Paul Steffek
Samuel Stewart
Hunter Stokely
Travis Stoker
Larry Tinch
Andrew Weiler
Thomas Williams

HTL

Dan Dufner
Todd Helms
Jerry Szmuc

DECEMBER

HTC

Gustavo Alanis
Wayne Bryan
Stanley Champagne
Bob Connor
Billy Crawley
Dylan Deese
Thomas Foster
Drew Gassett
Bob Godsmark
Amy Hansen
Darrel Huff
Marla Kegresse
Omjasisa Kentu
Edwin LaFour
Arthur LeRoy
Kenneth Mahlman
Robert Mallett
Jeremi Matczak
James Partridge
Brent Pavey
Gerald Pope
Joshua Regnier
Gary Richards
Robert Sauler
Roman Shevchenko
Jackie Taylor
Peter Vickery

HTL

Cliff Irons
Joe Pence

EQUIPMENT

Paper Pilot Review

When Highway Transport considers purchasing new tractors, a panel comes together to discuss driver needs. Many people converge to analyze all factors and make the best decision:

- 2 drivers
- 2 reps from HTC operations
- 2 reps from HTC maintenance
- 2 reps from Worldwide Equipment
- 4 reps from Mack Trucks
- Gary Reagan, president, Highway Transport Chemical
- Greg Watkins, chief operations officer, Highway Transport Logistics

This is a yearly meeting entitled *Paper Pilot Review*. The gathering is hosted by Highway Transport Logistics in the large conference room at Baum Drive in Knoxville, TN.

Paper Pilot Review is an opportunity for drivers to experience our process for reviewing tractor specifications prior to placing an order.

Mack Driver Survey

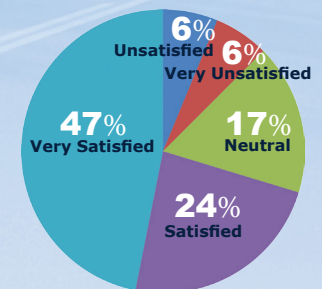
A big *Thank You!* to all Highway Transport drivers of Mack Trucks who took the time to participate in a voluntary survey about equipment. Of the 119 drivers of Macks, 58 participated in the survey.

Drivers, Your honesty and feedback is greatly appreciated.

How satisfied are you with the purchase of the new Mack trucks?



How satisfied are you with the new automatic transmission?



HUMAN RESOURCES



IMPORTANT: New HR Benefits Module

ADP® HR Benefits module coming soon to ADP® – Throughout Fall 2015, a new online feature will become available to employees...Benefits. Each employee will be able to select the benefits they want and click "submit." In the past, employees filled out paper forms during the time of year known as "Open Enrollment."

Typically, open enrollment season takes place throughout October. Open Enrollment is a span of time, usually occurring once per year for one month, when employees may make changes to their benefits.

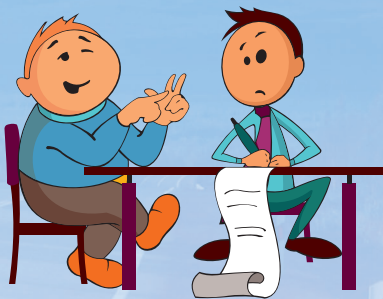
Earlier in 2015, Highway Transport adopted ADP® software to manage payroll, accounting, and HR. This software enables us to view our paystubs online and on our mobile devices.

After the new Benefits module is in place, be on the lookout for more modules and improvements to help Highway Transport keep track of:

1. *Recruiting*
2. *Employee Performance Reviews*

OPEN ENROLLMENT

After reading and reviewing, Greg Watkins, Gary Reagan, and Larry Edwards discussed driver needs with Mack Trucks and addressed several issues. First, additional shelving and storage will be in the 2016 tractor order. In addition, an escape hatch has been added in the sleeper. The 2016s will have a different fuel tank with the fill location changed.



- ▶ Additional shelving and storage
- ▶ Changed specifications on the fuel tank; fill will now be at the rear.
- ▶ Added escape hatch

- ▶ Better windshield curtain clips, Mack is reviewing the curtain clip issue with their supplier and requesting product improvement.

Are you a current Highway Transport driver of a Mack truck? You can take the equipment survey on the website hyttdrivers.com.

Click on "Current Drivers" then...

[Driver Equipment Survey](#) >>

Open Enrollment is the month of October. This is when you can make changes to your benefits. Changes you make take effect January 1, 2016.

The 2015 Annual Enrollment date is quickly approaching. Enrollment packets will be mailed out at the end of September.

IMPORTANT: Log into ADP® to confirm your address is correct. This is the address where your enrollment packet is mailed. Every year, packets get returned because employees move. Please reach out to everyone and remind folks to double check their address.

FYI...Employees may update their address in ADP® themselves.

If you prefer not to login, please send your new address to:
HumanResources
@hyttlogistics.com

Questions?

Sheree Hamlin, PHR
Human Resources Generalist
Highway Transport Logistics, Inc.
6420 Baum Dr.
Knoxville, TN 37919
Phone: (865) 584-8631, ext. 1405
Toll Free: 1-800-444-9814, ext. 1405
Direct Line: (865) 474-8005
Fax: (865) 584-4968



image by Samantha Edwards @thesamzzz
winner of the Highway Transport Instagram Photo Contest #HTSummer

