



# HIGHWAY TRANSPORT

linking all employees and contractors



photo by Eric Ely: Confined space rescue training here in Joliet, IL. Mike Jones on the left and Don Elder on the right.

Highway Transport is poised for growth in the tanker trucking industry. Here's why:

- ▶ Customers appreciate our commitment to safety. Highway Transport constantly updates certifications.
- ▶ Knoxville shop and tankwash break area and Joliet shop have undergone upgrades. We are able to keep our fleet up-to-date and efficient. We have the best looking fleet on the road. With a focus on preventive maintenance, customers receive better service than ever with no delays. Highway Transport shops are staffed with highly skilled technicians in the following locations:
 

Knoxville, TN	Croydon, PA
Chattanooga, TN	Joliet, IL
Florence, KY	LaPorte, TX
- ▶ Highway Transport always does a fantastic job of retaining drivers. Turnover in our driving fleet is currently at 27%, which is remarkably low in the trucking industry.

- ▶ New HR Director, Jean Anne Dugger has been hosting roundtable conversations. She is helping Highway Transport make sure that each employee has an active voice in the company.
- ▶ "All of our staff at all locations are doing great. We've got one of the best teams I think we've ever had," says Greg Watkins.
- ▶ "We're always responding to market pressures, but that's okay because it makes us strive to be more efficient and more effective. We're doing a great job, but we need to continue doing a great job. Our new data warehouse is giving us more timely insights on the 4,000+ loads we haul during each financial period. Kerrie Smith's work on the data warehouse is helping us forecast better and prevent problems rather than just respond to problems. This data warehouse helps us look ahead and focus on what we're doing in the

continued on p.5

# Steve Fortner *a Conversation with Sandi Fortner*

## - Table of Contents -

Steve Fortner.....	1
Michael Stropp .....	3
Sales .....	4
Willis Haun .....	6
Roy Haynes .....	7
Personnel <i>Births &amp; Deaths</i> .....	8
Equipment, Friends & Good Times ....	10
Paul Vogado.....	12
Glen Keen .....	13
Personnel <i>Announcements &amp; Sharing</i> ..	14
DETO Program .....	15
Bob Godsmark .....	16
Kelly Worsham .....	17
Safety Awards.....	18
Birthdays .....	19
Service Anniversaries.....	21
<b>IMPORTANT:</b>	
New ADP® Features.....	22
SpeakUp! .....	23

## Social Media



facebook.com/HyttDrivers



@HyttDrivers



Highway Transport Logistics, Inc.



pinterest.com/highwaytransport/



instagram.com/hyttdrivers



youtube.com/HyttDrivers

## Blog

▶ [www.Hytt.com/blog](http://www.Hytt.com/blog)

## Websites

- ▶ [Hytt.com](http://Hytt.com)
- ▶ [HyttDrivers.com](http://HyttDrivers.com)
- ▶ [Drive4Highway.com](http://Drive4Highway.com)

## - 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:**  
Highway Transport Logistics, Inc.  
6420 Baum Drive, Knoxville, TN 37919  
phone: 1-865-474-8002

When our children were tee tiny in the late 80s, Steve took our son and daughter into work. Looking back, Steve really was just a kid himself. In those pictures during his earliest days at Highway, he had dark dark brown hair. Dealing with Steve's retirement has not been easy. We've had 30 wonderful years with Highway Transport. I appreciate that. Being the gracious kind man he is, Steve has worked 30 years to build the company up. There's no easy way to come to an end. Steve just loves his work. Steve is a prince of a man, and we're thankful for everything we've been able to do. Who knows what the Lord may do with this? Steve taught me about compassion and Steve always assures me that God has a plan. Retirement can often be bittersweet. Approaching retirement is the hardest thing I've ever seen Steve walk through, but he is working with consistency and integrity until his last day...just as he was when he walked in the door of Highway 30+ years ago.

We have received many blessings from Steve being able to work for over 30 years. We've got a lot to be thankful for.

Steve earned both Bachelors and Masters degrees from the University of Tennessee. When he finished his CPA, he was a top scorer.

In June 1985, Steve started at Highway, then Meghan was born February 1986. It was such a good opportunity for him. Apart from work, he enjoyed being involved in the *Upward* Basketball program and Sunday School at Calvary Baptist, where he was a deacon for several years.

We were married 40 years this past March, so here are a few things I can share about him. Steve is family oriented. He adores our daughter Meghan, and is a big proponent to see women do well. He loves to see women succeed, and through the years encouraged women of Highway Transport to further their education. He is an advocate for working mothers and always tried to be understanding toward working mothers. Away from Highway Transport, one of the charities close to his heart is a program named "Restoration House."

Steve has had nerve deafness in his left ear since the 6th grade. Of course the kids at school teased him for not hearing well. Kids can be cruel. But Steve overcomes everything with kindness and grace.

Steve would come home from work, and I can honestly say he never made an attack on anyone. He once told a young mother in the accounting dept., "You go home and take care of your baby with the flu. I'll take care of everything here. Plus, it will do me good to see if I can do your work again. I did it once a long time ago, so I'll just try to do it again while you're out taking care of your baby."

Steve played football and had a football scholarship in college. He has always loved talking with college kids. Through our church, he worked with a college outreach program entitled "Disciple Now." That is where he met Aaron Matthews. Steve ultimately recruited Aaron to work at Highway Transport. Aaron has now been with Highway Transport for 13 years.

A lot of Steve's mannerisms and influence has passed on to our grandson Jackson. Jackson recently had a cast removed from his fractured foot, and Jackson looked at the doctor, shook the doctor's hand and said, "Thank you so much for your help." Through the years, the people at Highway became like family. Former colleague



**Sandi:** It seems like yesterday when Steve's hair was dark and our son and daughter were tee tiny. Steve started at Highway in 1985 and Meghan was born the following June.

Ed Shipe is Steve's favorite comedian. Ed Shipe is known for some famous one-liner jokes. The employees of Highway Transport refer to these Ed Shipe jokes as "Shipe-isms." So, Steve loves to draw from a long list of Shipe-isms. Here are a few:

- ▶ "He thought he was a big wheel, but he soon found out squares don't roll."
- ▶ "It is time for me to make like a tree and leaf"
- ▶ When referring to lifelong co-worker and friend Joe Pence "He's a good ole Joe." Nowadays, when Steve takes a liking to anyone he refers to them as "a good ole Joe."

Steve enjoyed working with Mary Zachary and was very upset when she recently passed away. Loved by all, Mary filled the workplace with humor and laughter. Mary also delighted in playing office pranks on Joe Pence.

Steve plans to make his retirement about people. He has no enemies and has forged many meaningful relationships. Steve's relationships span all generations and all types of people; he loves, he appreciates, he encourages people. He wants to give back.

— *Sandi Fortner*

January 2016: Steve (right) laughing with Ed Shipe.



May 2016: Steve and Sandi Fortner with their daughter Meghan and son Nick. Front and center is Jackson, son of Meghan.



June 22, 2016:

Steve's son Nick (right) with nephew Jackson at retirement luncheon.



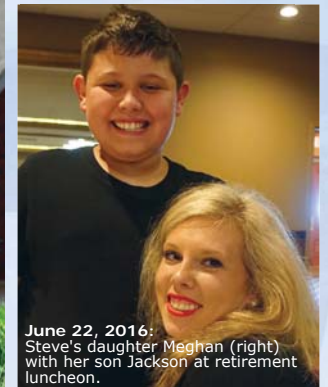
left: photograph of Sandi & Steve Fortner taken at Steve's recent retirement luncheon on June 22, 2016. View more scenes from the celebration at [hytt.com/blog](http://hytt.com/blog)



left: Scene from Summer 2015... Ed Shipe (left) Joe Pence (center) and Steve (right). This group gets together for lunch a few times per year for friends and fellowship...usually around football time in Tennessee.



Steve and grandson Jackson



June 22, 2016: Steve's daughter Meghan (right) with her son Jackson at retirement luncheon.

# Sales



photo by Steve Kitts



photo by Beth Earnst, Marketing Communications Manager, BASF

*Spring Demonstration 2016 at BASF Dispersions, Resins & Additives, North America, located in Charlotte, NC* **above left:** Joe Tse of BASF **above:** left to right...Highway Transport Chemical Driver Todd Schrebe, Larry Edwards, Steve Kitts, Joe Tse of BASF, Brian Reid, and Kevin Matteredra of BASF. **below left:** Larry Edwards of Highway Transport demonstrating valves and hardware to BASF employees.



photo by Steve Kitts

Submitted by Steve Kitts: Our sales team enjoys reaching out to cultivate a closer business relationship with BASF, but let's face it, the folks at BASF are smart and personable. They don't hesitate to climb up into the truck and start exploring. It was a beautiful day but not an easy day; BASF employees ask a lot of tough questions. They demand a lot of in-depth details.



We probably had 50 people come out and see the truck. Employees were curious and kept coming outside. Understandably, it is hard to resist the allure of a shiny chemical tanker. We have the brightest and most high tech equipment on the road. Everyone enjoyed speaking

directly with Highway Transport driver/trainer, Todd Schrebe. Kudos to Todd who did an excellent job explaining driver-related aspects of hauling specialty chemicals. Larry Edwards presented valve and hardware details. This demonstration/meeting is a great format. It is an opportunity to meet face-to-face with friends and colleagues at BASF + it improves communication, which helps BASF loads continue running smoothly.



Look for these posters in all terminal locations nationwide.  
Do you know a driver who would be an asset to Highway Transport Chemical?

**RULES:** Refer a driver to Highway Transport Chemical, and when that applicant completes on-the-job training, you receive a \$500 Referral Bonus!

Speak with a terminal manager or recruiting supervisor for more info.

**Questions?** Contact Bob Godsmark  
865-584-8631 ext. 1251  
bgodsmark@hytt.com

# Michael Stropp



Greg Watkins & Mike Stropp

March 15, 2016 The achievement is so much more important than the watch. Highway Transport COO Greg Watkins presents the 20 year Rolex to professional tanker driver Mike Stropp. Highway Transport celebrates this work anniversary as an act of heroism. Drivers are held in very high regard, and many people gathered to show their respect for Mike. Here's an amazing fact...When asked about his truck, Mike quickly rattles off the entire list of truck numbers he has



above: Mike in 1992 receiving a service award.

been assigned since day one on the job:

- ▶ 953
- ▶ 1097
- ▶ 1168
- ▶ 1316
- ▶ 1713
- ▶ 1911
- ▶ 2102

Mike also informed the group that he still has his very first tanker certification card.

The Highway Transport family enjoyed

getting to know Mike's wife Margie and their 14 year old grandson, Devon who also aspires to be a truck driver. Currently, Devon is expressing an interest in becoming a flatbed driver, but perhaps after today's celebration, he might give some consideration to hauling bulk.

Mike Stropp spoke..."Well I have to say it has been enjoyable being here all this time. I guess you could either blame or thank Barry Hall for me being here this amount of time. He was the terminal manager here in Knoxville 20 years ago. The first six weeks I was here I dropped the keys on the dispatch desk and started to walk away, but then Barry Hall talked to me and changed my mind.

I said " 'Here're your keys, Barry' and I turned to walk off, and while I was walking away, Barry said, 'So before you leave, be sure to tell me what day you'll be back' And so here I still am. So, if you have any complaints or comments, contact Barry."

Discover more in-depth scenes and a video on the [hytt.com weblog](http://www.hytt.com/weblog) when you visit <http://www.hytt.com/blog>

continued from front cover...

moment; this is so much better than analyzing a problem 2 weeks after the fact." adds Marshall Franklin, Vice President of Finance.

- ▶ **Greg continues:** Looking to the future of our business, it is going to be a tougher environment than before, but we are already laying a foundation and preparing ourselves with software upgrades and cost cutting measures:
  - Implementing more ADP payroll features
  - Data Warehouse (*We are already getting good information out of this.*)
  - Implementing more business intelligence
  - Implementing a new CRM (*Customer Relationship Management*) which integrates well with our current use of Microsoft 365, Outlook, and SharePoint
- ▶ On the corporate side, Highway Transport is reducing costs. We recently joined a purchasing consortium to give us more pricing power. It helps us reduce our costs. Customers come to us looking for rate reductions, and we often are able to give rate reductions because we are getting better at reducing our own internal costs. *continued on p.10...*

**To:** Blake Horton, Operations Supervisor, Florence, KY

Our sales manager, Kari Blomdahl, and I made visits to all 3 plants yesterday and today that you are servicing for us (Perrysburg, Plymouth and West Chicago).

All of the feedback was great! Perrysburg in particular was very vocal about the excellent presentation of the trucks and how organized the drivers and equipment seem to be.

Thanks for the great service, keep it up, and we hope to begin orders to the company's North Kingsville plant soon!

Best regards, Robert Schiesser  
VP, National Distribution  
Styrene, Phenol, Acetone & 2-EH  
Helm U.S. Corporation

**Re:** Blake, our Florence terminal driver personnel along with Terminal Manager, Chris Jenkins, they are a superb team. They obviously work well together and collectively do their utmost to continuously meet the customers expectations.

Blake for his part does an excellent job. He is an outstanding communicator, he makes sure he keeps everyone in the loop with respect to the disposition of every order/load!

We appreciate the feedback and look forward to expanding our support for you in the Cincinnati and Chicago markets!

Best Regards, Dan Dufner

# Willis Haun

**February 18, 2016** After 20+ Years, Willis Haun continues to forge ahead as a mechanic in the shop of Highway Transport in Knoxville, Tennessee. When he first started, Willis performed more engine rebuilds, but now an engine rebuild is a rare event. Most of the time, the shop performs repairs. Sometimes, when parts are not readily available, Willis fabricates parts...a rare skill in today's mechanical realm.

The 20th Anniversary Rolex Ceremony officially commemorates 20 years of service. However, Willis Haun's dedication to Highway Transport began when he started in 1991. Willis worked for 5 years, was laid off for 6 months, then re-hired. Due to company policies of that era, Willis' official workplace marking of time started over.

Highway Transport has profited greatly from Willis Haun's expertise, and it is time—actually 5 years overdue—to officially commemorate Willis' 20-Year Work Anniversary with a Rolex watch Ceremony.

Knoxville Terminal Manager Joe Sheldon says, "I've worked with Willis scheduling the equipment he repairs. There's been more than one occasion where Willis has pulled me out of a log jam. I'd run out there to the shop saying 'Willis, PLEASE, can you get this done today. I know it is a 2-day job' and he'd stay over and finish it. Any time I've ever asked him to pull something through at the last minute, he got it done, he accomplished it, and he continues to be a great asset to Highway Transport."

Working as a highly skilled mechanic in Highway Transport's Knoxville shop, Willis Haun continues to make things move. Clearly, it was WAY past time to commemorate Willis' 20-year milestone.

Whether you're talking about 20 Years or a 25th Silver Anniversary the official day was celebrated on February 18, 2016 with a Rolex watch ceremony + a huge crowd that holds Willis in the highest regard.

"I do appreciate Willis—personally—because he has done a lot for me, personally, and I really appreciate him." adds Joe Sheldon.



Highway Transport Chemical President Gary Reagan says, "Willis, You've worked on a lot of equipment, turned a lot of wrenches in those 20 years, I think what I would say is, you've always been there. We've always been able to count on you and we just hope that you'll stay another 20 years with us."

Greg Watkins, COO, is a member of the Watkins family who founded Highway Transport in 1948. Greg says, "Willis, I appreciate it, and from my family, your dedication really means a lot. Your hard work and all the good things that you've done and contributed to this company and will continue to; 20 years is a long time, and we appreciate everything



that you've done for the company and as a token, we give you a Rolex."

Willis says, "I appreciate it, sir. Thank you. This is a great place to work. If it wasn't I wouldn't have hung around another 20 years"

Greg replies "It's a great place because we've got people like you."

"It's the people you work with too," agrees Haun.

**above:** Glen Keen, Willis Haun, and Billy Lively have worked side by side for several years at the Knoxville shop.

Greg continues, "We thank you and your whole family. I mean family's important. They got you this far."

"Sorry Willie, no beer and hot wings." jokes Kenneth Dickey, Knoxville Shop Manager.

"That's just fine. Today, we'll enjoy cake and ice cream." replies Willis.



Discover more in-depth scenes and a video on the [hytt.com](http://www.hytt.com/weblog) weblog when you visit <http://www.hytt.com/blog>



# Conversations with Roy Haynes

April 19, 2016 The retirement celebration for Roy Haynes drew a large crowd. It turned out to be a great confluence of people and conversations... many sideline exchanges with special friends. Everyone who knows Roy understands that he is a lifelong fisherman. The group presented Roy with a plaque and a BassPro gift card. Most conversations revolve around fishing. Roy's long-standing signature catchphrase among everyone at the Knoxville terminal is this:

*When they quit biting?  
You change the bait.*

When anyone familiar with the culture of the Knoxville terminal hears the phrase "When they quit biting?" everyone within earshot instinctively knows to complete the phrase with "change the bait." The following is a partial interview with Roy broken up with intermittent friendly conversations...

## *Tell us about your children?*

Two Daughters. One is 34 and the other one is 44. Dianne and I have been married 45 years and we were married a year before we had our first daughter Regina. She is 44. Tiffany is 34.

## *Grandchildren?*

Yeah, I've got 3 grandyounguns and 3 great-grandyounguns. They—both of my daughters—live near me in Clinton. Both of my daughters work every day. My wife visited me here today and wanted to stay longer for the celebration, but she had to leave early enough to pick up our grandchildren at school.

## *Have you and your wife always lived in one place?*

No. We used to live on my mom's farm. We sold it, and I bought a house out there in Claxton. We've been out there about 13 years. Best thing I ever did; got it paid for. I wouldn't be able to retire. I can tell a big difference. It's a 2 story house. It's got a full basement and a big upstairs.

## *Have you always worked the same shift?*

I've not always been first shift. I worked 2nd shift for 28 years. I kind of liked 2nd shift. You could get up and go fishing...anything you wanted to do of a morning before you came to work. Yeah I didn't mind 2nd shift. Now, midnights I didn't like; tried that a couple of times. It's not all that bad, but about 3 or 4 o'clock in the morning you can't hold your eyes open, then after you get home and it's daylight, and you can't go to sleep. Yeah. I didn't care to much for it.

## *During your workday, you build a lot of Roper pumps?*

Yeah I put a bunch of em together to put in the truck. Our shop still has a bunch more to do. I ain't got but 8 days to do 'em but somebody'll do em when I leave here. I plan on getting out of here in 8 more days after today.

## *You used to have a boat. Do you still have a boat?*

I used to have boat(s) I just fish off the bank now. The last boat has been sold; that was probably 7 or 8 years ago. I used to fish a whole lot. I'd go sometimes 4 or 5 times a week. I've had 2 or 3 bass boats.

**Brian Reid** Good Luck!

**Roy replies** I need it.

**Brian Reid** Don't catch too many fish.

**Roy replies** I'll try not.

**Brian** 8 more days.

**Roy replies** I was going to retire last year but I figure I'd just stick it out another year or two. I went way over 65. I went down to the social security board to sign up, and they said I'd draw much more at age 66. Then I passed 66! So, I went back down there. Now I'm officially finished with retirement paperwork and signed up. I'm supposed to start getting a check the third week of this month; I like it.

**Brian Reid** Congratulations. You know, you can still come in to work. We'll let you. We just won't pay you.

**Roy replies** Ha ha! They told me in the shop 'you can work a couple more months,' and I said 'no I can't either.'



## *What is your favorite place to fish?*

I used to fish on Douglas Lake, Cherokee Lake... really, all of the area lakes. When the redbud trees are blooming--like now--that's when crappie bite their best...right against the bank. I've caught a lot of crappie out of Douglas Lake. I really don't like Rock Bass. I used to catch a lot of those by mistake

when I went to Mossy Creek on Cherokee Lake. Me and my wife went up there one night. We stayed all night and we caught 19 of those suckers. They were about 20 lbs apiece. The rules allow you a limit of "2". As fast as you could throw out your line you'd catch a Rock Bass. They must've come through in a school.

**Jerry Searce** shakes Roy's hand saying: When they quit bitin'? Change bait.

**Roy replies:** Alright I'm going to. Take it easy.

## *Mercury or Evinrude?*

I had Evinrude. Actually, I've had both types of engines on my bass boats. I had my bass boat with a Mercury and I've also had an Evinrude. And actually the Mercury that was on the Bass Tracker ran really well, especially in real shallow water; it done a real good job.

## *Do you have any favorite Highway Transport drivers?*

Nah. I treat 'em all about the same. We—in the shop—never did favoritism too much; you know, we always just try to treat everyone equally and do a good job.

**Glen Keen** walks by, and **Roy** comments: Glen here in the shop is like me; he has been here a long time too. Over the years, we just try to treat everyone fairly.

**Greg Watkins** approaches. **Roy** says to **Greg:** You used to come over here with Buz. You were a little ole bitty thing way back yonder.

**Greg Watkins:** You going to finally get some line on that reel?

**Roy replies:** Yeah. I've got some in the garage, and I'm ready to reel it on there.

**Greg Watkins:** Where do you go fishing at?

**Roy replies:** Melton Hill, Douglas, Cherokee, Watts Bar

**Greg Watkins:** You ever go fishing up at Norris?

**Roy replies:** I don't go up there as much as I used to.

**Greg Watkins:** I've heard about some people catching some bass up there lately.

**Roy replies:** I don't bass fish much. I catch bass every now and then with my crappie fishing pole.

**Carol Guinn:** Roy I want to congratulate you on all your years here. It's been nice seeing you around, and I'm going to miss you.

**Roy replies:** I just hope I don't have so much free time that I wish I was back. I'm 66 and I've been told by the Social Security office that I can work all I want to.

**Greg Watkins:** Well who would want to be out fishing when you could be here in the shop?

**Glen** held up his hands to **Greg** saying Look, how am I supposed to get rid of all of this? Everyone tells me this grease will gradually disappear out from underneath all of these fingernails, but I don't know; it's embedded pretty well. I've turned a lot of nuts and bolts over the years.

**Roy to the group:** Greg used to come in here with Buz and his grand-daddy.

**Greg Watkins:** That was a long time ago.

**Roy** holds up his BassPro gift card and says to the group: I'm going to use this first thing.

**Greg Watkins:** Mr. Roy, don't be a stranger. You come back and see us.

**Roy replies:** I'll pop in every now and then.



# PERSONNEL

LaPorte Driver James Partridge welcomed a new baby girl on June 2, 2016  
Hazel Grace Partridge  
Weight 6 lbs 8 ounces  
19.5 inches



Detention & Settlement Specialist  
Donna Kinsey welcomed her first grandchild  
April 8, 2016. Meryl Miranda Kinsey was  
born in  
San Diego, CA  
8 lbs. 13 oz.  
19 inches.



Marshall Franklin, Vice President of Finance and his wife Ashley are already parents to triplet daughters. Their son, John Marshall was born June 2, 2016 at 8:39 am  
5 pounds and 9 ounces  
18.5 inches

Rate Specialist  
Joe Pence with his newborn granddaughter.



Avery Michele Elliott



Accounting Manager Logan Laug & wife Emily celebrating the birth of their son, Louis Laug  
July 4, 2016 11:27 pm  
6.5 lbs  
19 inches



Sr. Programmer  
Kerrie Smith & wife Pam welcomed a new granddaughter on March 30, 2016  
Henslie Leighton Harp  
5 lbs 15 oz



Florence driver **Rosendo DeLaRose's** mother passed away in January.

Florence driver **John Hill's** sister passed away in January.

**January 21, 2016** Chattanooga driver Russell Hamilton's father passed away. Services were held the following weekend.

**January 13, 2016** Chattanooga BASF dedicated driver **Don Edwards'** mother passed away. She had been battling Alzheimer's for the past 4 years.

**February 15, 2016** Chattanooga BASF dedicated driver **Vernon Howard's** mother passed away.

**February 18, 2016** Chattanooga driver **Joseph Ryan's** mother Sarah Louise Ryan passed away. Funeral was held on Wednesday February 24th. Arrangements by Weatherford Funeral Home in Oak Ridge TN.

Knoxville driver **James Stone's** mother passed away in March.

**March 22, 2016** Chattanooga system driver **Kevin Zylo** passed away. Fellow driver Thomas Joe Jones started a page for donations to assist Kevin's family [www.gofundme.com](http://www.gofundme.com).

**April 7, 2016** Denis Propin's stepdad, Glenn Wayne Johnson, passed away in Palm Coast, FL.

**May 14, 2016** McDonough Driver **Martin Brown's** wife passed away after battling pancreatic cancer.

Joliet driver **Rosario Pickens'** son passed away.

LaPorte system driver **Arthur LeRoy's** mother passed away in June.

**June 16, 2016** **Bill Reagan's** brother Donald, age 66 of Knoxville, TN, passed away. In lieu of flowers, donations may be made to Smoky Mountain Historical Society, PO box 5078, Sevierville, TN 37864-5078. More info [www.berrylynnhurst.com](http://www.berrylynnhurst.com)

**January 25, 2016**



It is with great loss and sadness to inform you of the passing of Kim Adams. Kim was a mechanic in the Knoxville shop for over 16 years. Kim's services were held Friday, January 29 at Atchley Funeral Home in Seymour, TN.

Coworkers fondly called him by his nickname "Bread" which was shortened from "Cornbread." Kim was a member of Scottish Rite and the Masonic Lodge in Kodak, TN. His grandchildren were the love and light of his life. Kim is survived by his wife of 38 years, Shirley; son, Christopher; two daughters, April and Kirsten. More info: [www.atchleyfuneralhome.com](http://www.atchleyfuneralhome.com).



**January 27, 2016** Mary Zachary passed away after battling lung cancer. Such a fun-loving lady, she worked at Highway Transport from 1974 until 2010. A diligent employee and hard worker, Mary held various roles through the years. Prior to retirement, Mary was in charge of all things related to driver detention...no easy feat.

Throughout her personal life and career, Mary faced adversity and overcame many challenges, even grief at the loss of one of her sons who died in a motorcycle accident. She was un-flappable in the workplace and handled everything with a positive spirit, a big smile and an uplifting laugh.

The center of her world was day-to-day life near her son, Randy. Her greatest workplace delight was playing practical jokes and pranks on co-worker Joe Pence. Their back-and-forth camaraderie spanned decades. After retiring in 2010, Mary thrived and took on a lay leadership role in her church + a larger role in United Methodist Women. After being

**below right:** Mary picking out a new shirt during the company rebranding launch in 2008 **above left:** Mary and Joe Pence in 2007 **above right:** Mary in 2007 visiting the Knoxville terminal location at Amherst Road. **above center:** Mary visiting Aaron Matthews in August 2015.

single for many years, Mary found love again and married Sonny Culver in 2012. She enjoyed her new husband, their new life together, and their new home.

Mary never forgot Highway Transport and made regular visits to touch base with a large circle of workplace friends. She enjoyed lunches and staying closely connected to her immediate group of co-workers which includes: Linda Nelson, Beverly Henderson, Laurie Porterfield, Sherrie Hitson, Ed Shipe, Steve Fortner, and Aaron Matthews. In lieu of flowers, donations may be made to Mary's church, where she attended since childhood:

Oakwood UMC  
334 East Burwell Avenue  
Knoxville, Tennessee 37917



# EQUIPMENT, FRIENDS & GOOD TIMES



**Joliet—February 9, 2016** Pictures of starting the move to the new shop.  
above: John Troughton on far left, Mike Jones running fork lift and Doug Bishop on right.  
*photos by Pete Ballard.*



**January 26, 2016:** Croydon General Service Employees receiving Safety Awards. *photo by Andy Schultz*

*continued from p. 5*

Joining the purchasing consortium helps us get lower prices on things we use such as:

- tires
- travel & meetings
- mobile phone service
- uniforms
- computers & monitors



Here is a photo I took of the Highway Transport Mack at my work  
—Steven Ragsdale (Instagram: @newhollandsteve)

Mark Your Calendar:  
American Trucking Associations  
new official 2016 National Truck Driver  
Appreciation Week logo.



National Truck Driver  
Appreciation Week is held annually during  
the month of September. This year,  
NTDAW is scheduled for  
*September 11-17*

To: Neil Evans, Yesterday we looked at a 1900 series tractor that had just been turned in and the driver assigned a new truck. The 1900's series tractor he got out of was spotless inside -just like the day it was brand new. Most of the 1900 series units have been on the road going on 2 years. I think we should recognize his efforts for taking such good care of the truck. -Larry Edwards

Re: Larry, 1920 Randy Mcleod...also Mike Blochowski left 2033 immaculate as well.

I'm not sure who the appropriate contact is for DOGM/carrier Highway Transport, but I have some feedback I am hoping you can pass along.

They took over my Pearland to Houston lane several months back and are doing a fantastic job. We see a lot of rush orders and have also had issues with the shipping site not being responsive with load times/paperwork needs (ZOS/ business are well aware and working on). Anyway, Mike Collins at Highway is always quick to respond and is going above and beyond to meet the customer's needs.

Thanks!

Megan

DOW OIL, GAS, & MINING

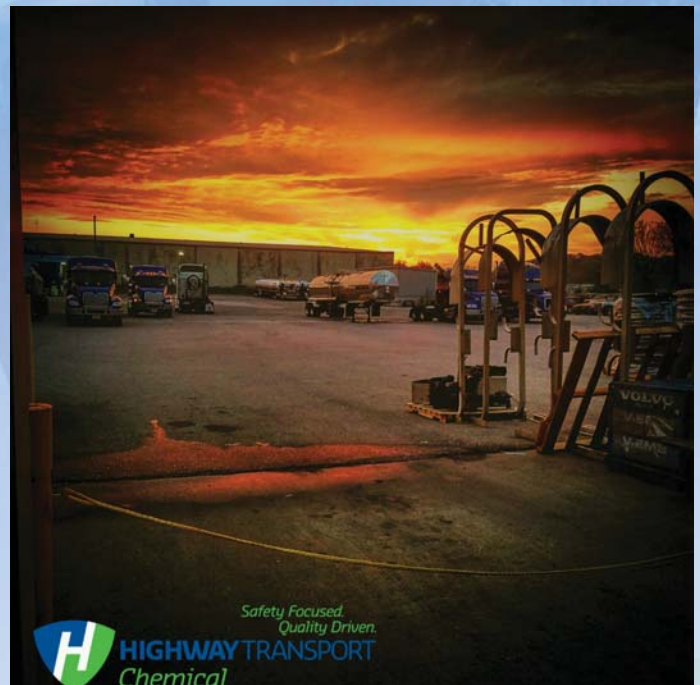
The Dow Chemical Company  
Midland, Michigan



Knoxville: submitted by Kenneth Dickey—These will be the last Roper pumps that he [Roy Haynes] will most likely ever lay his hands on for rebuilding and painting.



via Instagram by @pure\_blanco\_duramax (Devon Mitchell)  
May 10th: sunrise picture!



via Instagram by @pure\_blanco\_duramax (Devon Mitchell)  
Sunrise at work the other day! Early Bird gets the worm.  
#highwaytransport #hytt #amherst #knoxville #tennessee  
#godscreation

# Paul Vogado

January 19, 2016 From drivers to tank wash to shop personnel, the large room at the Knoxville terminal was filled with people who appreciate Paul Vogado and hate to see him retire. Paul Vogado, linehaul supervisor at the Knoxville terminal, was presented with a plaque honoring his 36 years of service. Paul's wife Denise was glad to be there to celebrate with the group. Denise, formerly an 8th grade school teacher, has been retired for 8 years. Denise says, "Paul will miss the drivers very much. Paul talks fondly about everyone, but especially the drivers, here at Highway Transport."

Neil Evans presented Paul with a plaque, a book, and a gift card to Gander Mountain. Paul is an avid reader. His coworkers at the terminal signed the hardcover book, which is entitled *Old West*.

Denise explains that for 36 years, her husband Paul worked a schedule of 7 days on and 7 days off. That schedule worked well for their young family because it allowed Paul to be able to keep the kids, take them on their field trips. It also enabled the couple to have quality visits to check on Denise's mom, who lived to be 99 years old. Working 6:00 pm to 6:00 am, very few people ever saw Paul. He worked that schedule for 27 years. Both children are now Presbyterian ministers... daughter Lindy in Little Rock, Arkansas and son Christopher in Concord, North Carolina.

Now that both Denise and Paul are retired, they can spend more time visiting their children and hearing their sermons. The couple also looks forward to having more time to tour around our immediate area here in East Tennessee + the entire state. Paul enjoys history and reading and is content to be at home and more involved in church. Denise says, "It will be nice for Paul to not have to worry so much about weather and the commute to and from work, but he will always worry about the drivers and how they are doing during times of bad weather."

To kick off the celebration, Neil Evans spoke to the group saying, "Paul has had a job here that a lot of us take for granted. He has been here from 6:00 pm to 6:00 am, and he is kind of the 'tip of the spear' meaning Linehaul gets all of the problems; they are the one-call contact for everything, and Paul has done an excellent job, in fact, he and Don Anders both have. It has been tough to replace Paul, but Paul's commitment to Highway really shows. The way Paul has trained his replacement, Brian Vinson, Paul has done an excellent job on that. You know, it'd be easy just to cruise the last 6 to 8 weeks of your career, but Gary Reagan said to Paul, "All those years, you're dealing with the exceptions, the problems, and you always got 'em taken care of for us. And you've always taken care of our customers, actually both: our drivers and our custom-

wife Denise & Paul Vogado



left: Paul Vogado with plaque right: Neil Evans presents Paul with a hardcover book



left to right: Paul Vogado, Neil Evans, Gary Reagan



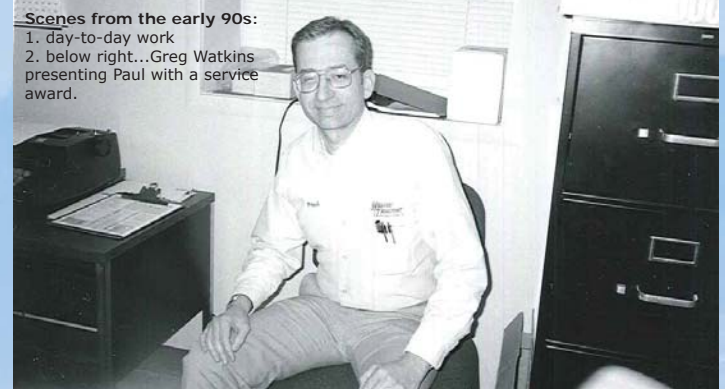
ers. I just want you to know how much we appreciate that, and I hope you enjoy your retirement."

Paul Vogado replied, "Thank you, I had a lot of good support over the years, people who were involved in a lot of things like tank wash, getting a piece of equipment out, the shop getting the feasible equipment out, the driver coming out at 3:00 in the morning...so, it was absolutely a team effort. I mean, you know, sometimes looking at details of a shipment [on a computer monitor] doesn't tell the whole story of what was involved. I had a lot of help and support to get the job done."

Gary responds, "You know, we do appreciate the fact that you've spent the time training Brian Vinson, but it is still going to be tough to replace you. Paul has done an outstanding job training Brian and really just an outstanding job his whole career."

Discover more in-depth scenes and a video on the hytt.com weblog when you visit <http://www.hytt.com/blog>

Scenes from the early 90s:  
1. day-to-day work  
2. below right...Greg Watkins presenting Paul with a service award.



above: Greg and Paul in 2016  
right: Paul and Greg in 1992



# Glen Keen



January 26, 2016 The 40 year celebration for Glen Keen was not a send-off...no way! Glen continues his work as a mechanic at the Knoxville shop, and he keeps Highway Transport rolling.

Gary Reagan says, "We've always been able to count on you, and we continue to count on you."

A large crowd surrounded Glen at Knoxville's Amherst location to shake his hand. Glen was glad to have his two sons there to share the occasion. Jeremy is 22 years old, and Justin is 25. Jeremy is on crutches recovering from a broken leg due to a 4-wheeler mishap. Both young men are very proud of their dad, and both inherited Glen's mechanical abilities. They repair the 4-wheelers they ride on their acreage behind the home where the family has lived for 27 years.

Glen adds, "I was only 20 years old when I started working here. I lived with my mom and dad. My wife and I are celebrating our 32-year anniversary at the end of this month. It was wintertime, so we went to Gatlinburg for a weekend and got married."

Greg Watkins and Glen took a moment to pose for the photo above. Greg said, "It means so much to my family that you've stayed with us for 40 years. We've been extremely blessed to have you here to keep things running. I just want to express my gratitude."

left: Greg Watkins  
right: Glen Keen

Larry Edwards adds, "There's not been a challenge you haven't met. Glen, you have seen us through all types of scenarios in the shop."

Glen thanked the crowd, "I've had a lot of help through the years, a lot of good co-workers."



above: left to right—Glen with his two sons Justin and Jeremy.  
above right: Glen (left) with Shop Manager Kenneth Dickey. Glen's gift, a new laptop and carrying case presented by Gary Reagan, President, Highway Transport Chemical.

Discover more in-depth scenes and a video on the [hytt.com weblog](http://www.hytt.com/weblog) when you visit <http://www.hytt.com/blog>



To: Jerry Szmuc,  
You guys are doing a great job for us, especially with all the shifting of ship dates and cancellations. I wanted to let you know that I appreciate your flexibility with these matters.  
Thanks.

Richard Lawrence  
Load Planner – Penske Logistics

**April 8, 2016**

On April 7th, Denis Propin's stepfather passed away in Palm Coast, Florida. Denis got the news while he was at the Highway Transport Chemical terminal in Joliet, Illinois.

Joliet Safety Training Supervisor Eric Ely drove Denis to Chicago Midway Int'l Airport on Friday, April 8th. Can you imagine trying to navigate Chicago traffic on a Friday? When a loved one has passed away and you are needing to be there quickly? I just want to give a special shout out to Eric for personally stepping up and helping Denis get on a flight to Daytona where Denis' mom and stepdad live.

Dan Dufner

# Personnel

Christina (Christie) Nolan joined the Maintenance Department on May 23rd as Maintenance Services Administrator. She is entering maintenance invoices from outside vendors into TMT for recordkeeping and vendor payment. Updating PM's and HM inspections in TMT. Handling on the road tire breakdowns. Scanning invoices and inspections into TMT. Entering new equipment and employees in TMT. Providing support as needed for all of the Maintenance Departments' daily responsibilities.

She brings a wide variety of experience including transportation and office management.

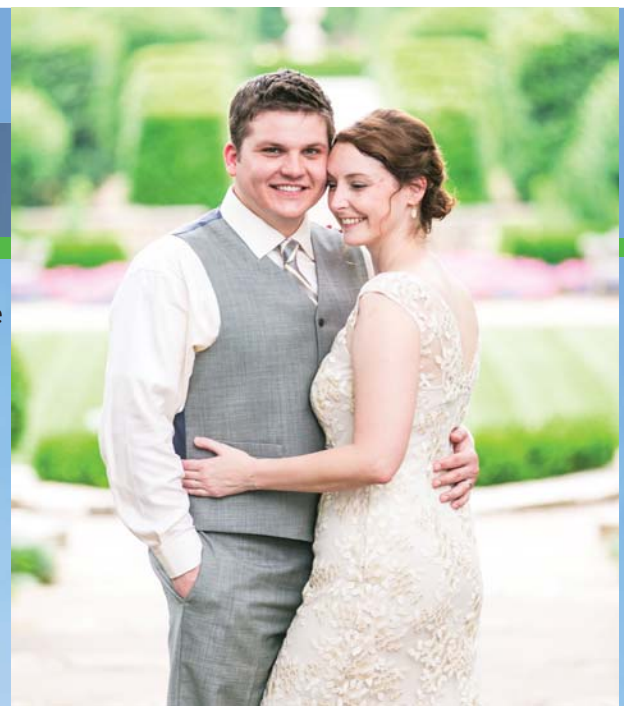
—Larry Edwards

I am pleased to announce the promotion of Deidre Lorenzano-Bavonese to Operations Supervisor at our Croydon Terminal. Please join me in sending congratulations, and best wishes in her new role with the company!

—Andy Schultz



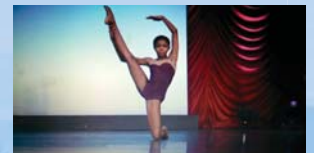
Croydon, PA: A beautiful truck cake for the sendoff celebration for Kristin Oshansky. We wish her all the best in her new role as DOT Compliance Specialist at Airgas.



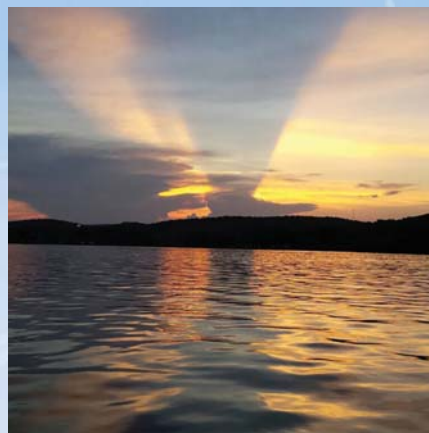
Garland Dedicated Terminal Manager Mark Suarez and Valerie were married on April 29, 2016



**Kenneth Dickey:** Knoxville Shop Manager Kenneth Dickey keeps us updated about his granddaughter Sade (pictured left and below) She graduated middle school. Her dancing career continues + she has received scholarships.



**Chattanooga:** Submitted by Tony Thomas January 27, 2016, former Operations Manager/Dedicated BASF. Tony says "This was taken next to our house on Dayton Mountain."



**Chattanooga:** Nickajack Lake image submitted via Instagram by Stefon Davis @stefonDavis



**Knoxville:** Shipe-ism cupcake toppers from Steve Fortner's retirement party.

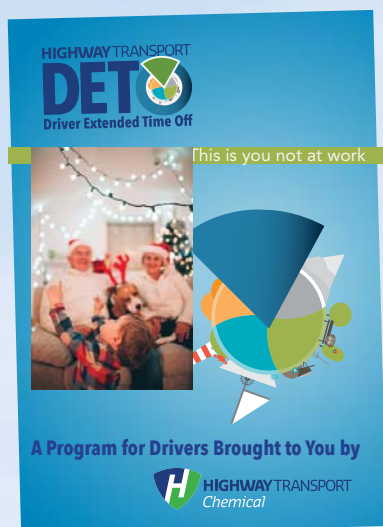


**Kerrie Smith:** Having a great year with livestock being born. This is a scene from January 14th around midnight...another little girl. View more scenes from Kerrie's farm life on Highway Transport's Instagram @hyttddrivers.

# DETO = Driver Extended Time Off

## HIGHWAY TRANSPORT **DETO** Driver Extended Time Off November 1 - January 31

*Highway Transport Logistics and Highway Transport Chemical value and respect the quality of work continually demonstrated on a day-to-day basis. We constantly strive to find ways to improve your daily work life. It is our hope that this new program will bring more choices to each of you every day and ask for input from those of you who enroll in this program as to how to make a significant and positive impact even better in the future.*



Be on the lookout for DETO posters and brochures at your terminal. Questions? Speak with a terminal manager.

- Program currently applies to Highway Transport Chemical Regional and System Drivers.

- The DETO program will be offered from November 1 through January 31 with the exact weeks and numbers of drivers off at one time to be determined by the Director of Operations, the Terminal Manager, and the Director of Line Haul Operations. Scheduled time off under the DETO program will be based upon driver seniority at each location.

- The extended time off period will be a minimum of two weeks and a maximum of four weeks.
- Drivers will not receive any pay, other than holiday pay, during the scheduled DETO period chosen by the employee.
- For drivers enrolled in the G3P program, drivers will be taken off the guarantee during their scheduled time off and reinstated in the program when they return from their DETO. If a holiday should fall during the scheduled time off period, drivers will receive holiday pay.
- Vacation pay...if a driver has earned vacation and wants to "receive pay in lieu of vacation time per the company vacation policy", driver must request pay either before or after the scheduled "DETO period."
- Drivers' seniority status, vacation, assigned equipment, bid schedule, etc. will continue in place and unaffected while the driver is taking time off. That is to say that upon return from DETO, seniority, assigned equipment, bid schedule, etc. returns to the same status as before he/she left.
- Drivers benefit costs...for group health, life insurance, vision insurance, dental insurance, and disability insurance; the driver will be responsible for paying their portion of their benefit cost during the incurred DETO schedule. Highway Transport will continue to pay the company portion of the drivers benefit costs.
- Regional drivers...beginning November 1 of each year, the Director of Operations and the Terminal Manager will determine the exact weeks of the DETO period and the number of regional drivers to be off at each location or terminal. Seniority will apply.
- System drivers...beginning November 1 of each year, the Director of Linehaul Operations will determine the exact weeks and number of drivers that can be off during the DETO period. Seniority will apply.
- Highway Transport Chemical may alter or eliminate the Driver Extended Time Off program at its discretion.

Do you have some great ideas or stories for the next newsletter? Or is there something you aren't crazy about? We are always open to change and making this newsletter all for you. Send your stories, birth announcements, marriage announcements to: [communications@hyttlogistics.com](mailto:communications@hyttlogistics.com) *OR* contact your driver manager or terminal manager.

# Bob Godsmark

May 12, 2016 You wouldn't know by looking at these images that Bob Godsmark had brain surgery a short time ago. On the eve of his 20th anniversary with Highway Transport, Bob had a blackout spell in—of all places—the office of the Vice President of Safety & Quality. Bob ceased speaking for a moment then slumped over in his chair, CPR was administered, an ambulance arrived and took Bob to the hospital, a tumor was discovered, an operation took place, then Bob began the months-long recovery process.

Everyone is thrilled that Bob is back to work. He plays a vital role in the recruitment of drivers, and he was greatly missed. Vice President of Administration Steve Fortner now refers to Bob as "our miracle man." Bob's explanation is this, "God puts us in the right place, with the right people, at the right time."

"I enjoy being back here. Trust me, after the last 3 or 4 months, I'm glad I could come back and contribute. But I really want to thank you Greg and your family for this opportunity. You guys give this watch as an award for service. But I look at it as an opportunity to work with your company. With Greg and Gary and Scott, this opportunity certainly is appreciated. The greatest thing I've gotten out of this 20 years is the business and personal relationships. I've enjoyed working with everyone in this room. I've been in trucking for 48 years, and honestly, this is the best company and the best group of people that I've ever been associated with. I appreciate it, and I couldn't have done anything without all of you. The terminal managers have been great. And I want to say a special thank you to my wife Rita for the encouragement she's given me through the years. She's talked me off a few ledges and that kind of thing so...we do appreciate this special recognition—as a family. Thank you very much."

Gary Reagan says, "Bob, I see you brought some cake eaters with you today."

Everyone was glad that Bob's grandchildren could join the festivities. The Highway Transport bunch enjoyed getting to spend some happy fun time Bob's wife Rita.

Gary Reagan continues, "I just can't say enough about how you've helped us over these last 20 years in recruiting qualified, high-caliber drivers to the company. Your attitude toward recovery and rehab and all of that was remarkable. I also want to say Rita, I appreciate all of your support from the home front."

Bob started in January of 1996 as a driver recruiter. After a couple of years, he transitioned into being a driver manager, then the opportunity opened up for Bob to become the Recruiting Manager. In this role, Bob has been a key figure in the development of new terminal locations...traveling and cultivating drivers for Croydon, Geismar, McDonough, and Garland. Typically, the first person a potential driver speaks with is Bob Godsmark. Bob not only matches manpower to workload, he treats potential drivers with great respect. Bob has always been able to recruit the best drivers because he takes a collaborative approach. He treats chemical tanker drivers as colleagues and stewards them through every phase...from travel to Knoxville to making sure they have hotels and transportation. A friend to all, Bob is personable and approachable. It is no surprise that drivers feel at ease with Bob at the helm to guide them through the new hire processes of Highway Transport Chemical.



Bob and wife Rita



3 of Bob and Rita's thirteen grandchildren. Bob and Rita have three daughters Kim, Cindy and Tina.



Bob Godsmark and Greg Watkins

Discover more in-depth scenes and a video on the hytt.com weblog when you visit <http://www.hytt.com/blog> 

# Kelly Worsham



above: Kelly Worsham and his wife Dianna

February 11, 2016 The longstanding perception of Highway Transport continues to be one of family and tradition. However, the company has always been very agile, very quick to adapt to business trends. "We not only have the best looking equipment on the road, we have the best drivers," says Greg Watkins, "and we reward drivers for their commitment."

Kelly and Greg have enjoyed conversations and back-and-forth friendly jabs through the years. At one point, Kelly made it known to Greg that he prefers tractors to be equipped with a chrome bumper.

Everyone laughed when Greg said, "I like to mess with Kelly a little bit so on the way to work this morning I thought 'Let's see if we can get a chrome bumper so I can come to Kelly's watch ceremony and say something like 'Kelly I know you'd like the Rolex but I know what you'd like better, so here's a chrome bumper.'"

Greg presented the gift boxed Rolex to Kelly who replied, "Is that a match box car?"

But things took on a more serious tone when Greg handed Kelly Worsham the box saying, "I want to congratulate you and thank you for all the time and hard work that you put in at Highway and you have been a great employee. I wish we had more like you. Anyway,

this watch doesn't mean near as much as the dedication and the loyalty and patience that you and your family have given Highway Transport.

Gary Reagan says, "Kelly I'd like to congratulate you too. 20 years is a long time to be with a company. But thinking about all the loads that you've handled, you're one of those drivers that we've been able to count on over the years to pick up and be on time and we just really appreciate it. I also want to recognize your wife. If she wasn't behind you, then where would we all be? Dianna, we appreciate what you've done too. We thank you, and congratulations.

Kelly Worsham says to the group, "A lot of people look out for me around here. But over the years Rick Lusby [former Knoxville terminal manager and current Director of Tank Wash & Environmental] has been a good friend and I appreciate the advice he has given me, and he's the one I'd really hate to miss thanking. Having Rick nearby for work advice over the years has been a big help, but also I just really appreciate his friendship."

Dianna and Kelly recently moved from the city of Oak Ridge, Tennessee to a new home in the country on almost 3 acres.

Kelly says, "No more city."

Dianna agrees, "Our neighbors have cows that we enjoy seeing on the property that adjoins ours. We're glad we decided to be out in the country."

Kelly turns to Dianna saying, "I didn't hitch my wagon to your star for no reason."



left: Kelly Worsham right: Greg Watkins

Reference...  
To hitch your wagon to someone uses the phrase from Ralph Waldo Emerson's line "hitch your wagon to a star" which means "aim high, shoot for the stars."

Discover more in-depth scenes and a video on the [hytt.com](http://www.hytt.com/weblog) weblog when you visit <http://www.hytt.com/blog>

Welcome Jean Anne Dugger to Highway Transport Logistics as the new Director of Human Resources. Jean Anne has been in the Human Resources field for 18 years and is a graduate of the University of Tennessee. Jean Anne will be visiting terminal locations over the next few months as she gets to know Highway Transport.



Welcome to new Croydon terminal manager Mike Dailey.

# SAFETY AWARDS

It is a moment of great pride for all employees when we can acknowledge a group of drivers who represent a successful record of safety. Drivers are attracted to Highway Transport Chemical because of the stable business environment and our emphasis on safety. We frequently recognize and reward drivers who have long term accident-free records. These drivers represent the superior level of expertise required for tank driving.

Questions? [krock@hyttlogistics.com](mailto:krock@hyttlogistics.com)



Paul Sandlin, regional driver for Garland  
First year safety award



Phil Shelley, Knoxville spotter, received 1st and 2nd awards  
(belt buckle and letterman jacket)



Todd Schrebe, Knoxville regional driver, received 1st and 2nd year  
awards (belt buckle and letterman jacket)  
Todd is also a driver trainer.



**left:** Doug Scales (Joliet) was presented with his 5 year ring by  
**right:** Eric Ely, Safety Training Supervisor



Michael Blochowski, system driver out of Wyandotte, received his  
5 year ring.



Ricky Hacker, system contractor out of Knoxville, received his  
5 year ring.



Greg Huff, Garland regional driver, 3rd year watch



Michael Monroe, Garland regional driver, 2nd year safety  
award



**left:** 1st year safety award  
Francisco Rodriguez, Croydon regional driver.  
**right:** Andy Schultz, Director of Operations-EAST

# Birthdays

## January

Anthony D Alexander  
Margaret R Bates  
Daniel T Behrendt  
Billie Joe Bishop  
Bobby R Booth  
Matthew S Bruer  
Sandra S Burnette  
William Michael Collins  
Bethany A Cooper  
Brian K Crockett  
Mark A Dickens  
Moussa Djabri  
Ronald J Dunlap  
Larry Neil Evans  
Morad Farah  
Michael J Fletcher  
Bruce Allen Frost  
Eric G Frost  
Stanley B Goodwin  
Robert M Harden  
John R Hill  
Steven L Hittinger  
David S Horeis  
Howard R Immenhort  
Christopher T Jenkins  
Alvin J Johnson Jr  
Andrew J Johnson Sr  
Glen E Keen  
Derrick R Lane  
Michael O Lewis  
Stephen M Lusk  
Gary Dale McClanahan  
Scott M McQuade  
Michael S Mitchell  
Norman J Noel  
Denis A Propin  
Dexter D Ratliff  
Rosendo Rodriguez  
Francisco Jose  
Rodriguez Jr.  
James T Smith  
Kevin R Steenken  
Melton D Tennelle  
Kelly A Worsham

## February

Edward George Adair  
Douglas M Atchley  
Jackie Wayne Coates  
Steven Jason Cranfield  
John De La Fe  
Matthew Alexander  
Teto Desbrow  
Alan Diaz  
Larry W Duncan  
Michael L Figgins  
Timothy W. G. Gipson  
Beverly Henderson  
Derico J Holmes  
Lydia Halda-Alija  
Willis G Haun  
Randall C Holland  
Sheridan L Johnson  
Robert L Mapp  
Henry James Miller  
Howard Keith Mims  
Matthew J Piccirilli  
Theodore Scott Nussbaum  
Richard Chad Parker  
Sean M Quaderer  
Edward M Regan Sr.  
Daisy Rosales  
Joseph R Ryan  
Jerry L Simpson  
Kerrie A Smith  
James Earl Stone  
Edward V Terry  
Brian E Vinson  
Lori Lynn Whiteman  
Cole Ryan Winter

## March

Scott B Ahrens  
Douglas L Bishop  
Stephen R Bochard  
Martin R Brown  
Kelvin A Chavez  
Cody J Clarke  
Kenneth Wayne Dickey  
Wendy Lynn Drummer  
Donald R Franks  
James Robert Gibbs  
Arnulfo Gonzalez  
Priscilla A Green  
Kevin D Hibdon  
Angel Kinsler  
Billy R Lewis  
Billy R Lively  
Jesse R McCulloch  
Katrina J Never  
Jerry Daniel Nicely  
Michael Gregory Oneil  
Harold Randolph  
Bill Reagan  
Joseph A Stewart  
Philip Larry Shelley  
Rhonda L Simpson  
Lonnie M Surgener  
Myron D Washington  
David A Weidner  
Michael D Wynne

## April

Allen J Adams  
Darrell L Artis  
Timothy L Brock  
Patrick G Burnett  
David C Campbell  
David L Coleman  
Antonio P Cruz  
Joseph Stefon Davis  
Sheree M Hamlin  
William F Hodge  
Stanislau Ilyin  
Andrew James Johnson  
Michael S. Jones  
David M McLeod  
Christopher L Miller  
James E Nicley  
David B Owens  
Richard G Paden  
Dennis W Pfeifer  
Matthew H Powell III  
Shaleece Latwann Pillow  
Dennis Gerard Resetar  
Asllan Rrapaj  
Jackie L Sledge  
Michael A Stropp  
Dwayne Toney  
Ronald W Welch  
Jerry D Young

## May

Peter J Ballard  
Felbert Lynn Cagley  
Shawn Milton Casey  
Robert A Crist  
David Lee Davidge  
Wyatt E Dockery  
Jean Anne Dugger  
Parl Vander Garbett  
George Patrick Graham  
Daniel F Hutchins  
Michael A Hill  
Philip W Hise  
Renard Tony Hussey  
James Don Kite  
Michael E Krescanko  
Logan D Laug  
Charles J Liverance, Jr.  
Craig Jason Longenecker  
Richard K Lusby

## Carl Randall McLeod

John J Mizin  
Tyler A Mulligan  
Pengcheng Niu  
Christy Y Paul  
Brian B Reid  
Jose R Reyna  
Tony Ray Riggins  
Jose Antonio Rivera  
Hank W Sweatman  
James J Syverson Jr  
Richard D Tuders  
Doug W Vineyard  
Anthony T Wilson

## June

Ricky A Albaugh  
Antonio Arsuaga III  
Fred Baker Jr.  
Julio C Bascones  
Henry A Brown Jr.  
Jason Ra'shaun Coward  
Dennis A Dailey  
Floyd Elzie  
Marshall A Franklin  
Walter Gamble  
Reynaldo Gonzalez  
Zulton J Henderson  
Jonathan Blake Horton  
Vernon R Howard  
Robert E Johnson  
Thomas Joe Jones  
Joraine L McDaniel  
Michael Devon Mitchell  
Deonte A Muller  
Michael J Orlicek  
Louis E Palmer  
Merly Pleasants  
Edmund F Pollitt  
Frank Lee Rawls  
David A Rudan  
Kenneth R Salmon  
Paul M Sandlin  
Vernon B Staten  
Daniel Talerico  
Edwin V Tice III  
Steve Vidal-Varela  
Dennis E Williams  
Donald M Wright

## July

Michael J Blochowski  
Daniel S Bradley  
Walter Steven Burger  
Marcus Bernard  
Burleson  
Louis Castillo  
Harris L Chapman  
Junius Collins  
David Colin Cooper  
Peter Cordell  
James D Eden  
Larry P Edwards  
Eric M Ely  
Thomas Michael Frain  
Thomas Daniel Freeland  
Daniel S Gaysowski  
Steven J Graven  
Ryan L Guillory  
Dwayne K Jefferson  
Layton St. Paul Johnson  
Donna JoAnn Kinsey  
Kevin L Liggett  
Scott W MacDonald  
Aaron A Matthews  
James E Miller  
Mewelde J Moore  
Billy T Morgan  
Thaddeus S Nethererton  
Paul N Noe  
Michael P Riley Jr.

## Timothy P Sheahan

Richard M Stiehl  
Mark Alan Stucky  
Michael Stumps  
Lydell Summerville  
Kenneth C Tyler  
Mitchel E Ward  
David L Williams  
Jeffrey B Womble

## August

Michael C Bigler  
David M Breedlove  
Bret A Briner  
Charles A Brooks  
Danny E Bruner  
Kenneth D Coffey  
Helen A Colon  
Maureen E Dennis-Wilbert  
German J Esteve  
David C Foux  
Jodie B Graves  
James R Hegland  
Charles Hill  
Darryl Eugene Hunter  
Patrick Ingram  
Michael V Isaacs  
Douglas L Isbill  
Andre L Jones  
Napoleon Keller  
James Anthony Kinney  
Jesse J Kirk II  
James M Kyle  
Michael J Liggett  
Deidre' L  
Lorenzano-Bavonese  
Tony Dale Marshall  
James A McCue III  
Zachary L Monday  
Michael Andre Monroe  
Christina R Nolan  
Russell Lawrence Osley  
Charles R Parkhurst  
Michelle L Rayfield  
Gary Reagan  
Duane F Regnier  
Kathleen E Rock  
Michael R Rogers  
Felix P Salande  
Douglas L Scales  
Leonard D Steele Jr.  
Philip Teto  
Nehemiah Waters Jr.  
Robert Earl Williams  
Kenneth Woods Jr.  
Jonathon D Yob  
Gregory O Watkins

## September

Don R Anders  
Kenneth I Barnett  
Ronald C Booker  
Ronald V Byrd  
Sandra K Carr  
Jose Jeronimo  
Cruz-Gutierrez  
Rosendo DeLaRosa  
Dale J Ducote  
Jacob A Edwards  
Johnson Alex Eiler  
Daria Lea Ferguson  
Michael D Gilvin  
Dennis Wayne Hanson  
Edward B Heard Jr.  
Lance T Lee  
Bobby C Martindale  
Daryl McClenton  
Carlton Darcel McFarland  
Juan A Mireles-Aguirre  
Christopher David Norris  
Rogelio Nunez

## Omar F Oshman

David E Parr  
Rosario Pickens  
Billy Ray Pickett Jr.  
Robert Joseph Randalls  
James D Robich  
Carlos Rodriguez  
Kenneth P Sampson  
Andrew J Schultz  
Brenda G Skoda  
Saul B Square  
Gerald F Sullivan  
Richard Paul Tallent Jr.  
Scott Anthony Tugman  
Mathew Alan Vanderburgh

## October

Adrian A Alanis  
Robert R Begliutti  
Justin K Black  
Ronald James Brady  
Ronnie L Bridges  
Kevin R Cameron  
Richard D Collins  
Vernon D Crow  
Mark S Daugherty  
Elizabeth A Dick  
Eric D Doyle  
Julie Anne Duncan  
Donald Alan Edwards  
Tomothy E Farmer  
Kenneth A Ghea  
Carol S Guinn  
Michael Gene Hall  
Amanda K Hawkins  
Jon Dudley Huggins  
Lester Emil Johnson  
Steve D Kitts  
Victor Eugene McCullum  
Ralph Alan McFarland  
John W McMillan  
Jennifer A Myers  
Helen Linda Nelson  
Donald L Nicley  
Michael C Overton  
Matthew D Parker  
John W Paschal  
Michael C Peachey  
Wilhelm H Salewski  
Walter Leahy Satterfield  
William Joseph  
Shaughnessy  
Joseph M Sheldon  
Randy Keith Smith  
Mark Phillip Suarez  
John T Troughton  
David Joseph Washington  
Kelly Ray Wyatt

## November

Lawrence Acosta  
Damian Berrientes  
Ashley Beasley  
Eddie L Brown  
Elton Edward Bush  
James D Byrd  
Robert G Celia  
Derrick T Davis  
Warren Daniel Davis  
Daniel George Dufner  
Donald Ray Elder

## John D Gilliland

Christopher D Goodnight  
Andrew Martin Green  
Dale Hart Hudson  
Barry A Hall  
Todd Byron Helms  
Ernest O Holloway  
Joel Hubbard Jr.  
Michael Edward Hunt  
Michael D Martin  
Daniel A McClain  
Mark R McNabb  
Mark R Meads  
Rudy Melendez  
David P Meyers  
Jerry Lee Noland  
Juan Andres Sanchez Ortiz  
Jerry A Powell  
Jose G Quijada  
Thomas Rannala  
Kevin Shawn Ray  
Theophilus A Sample Jr.  
Jerry D Searce  
Todd Michael Schrebe  
Eric R Scott  
Gregory L Sorah  
Robert I Starrett  
Samuel D Stewart  
Hunter C Stokely  
Travis W Stoker  
Jerry Roman Szmuc  
Larry T Tinch  
Dessalines Weaver Sr.  
Clarence L Woods  
Delando Terrell Woody

## December

Gustavo D Alanis Jr.  
Wayne Andrew Bryan  
Willie James Cluse  
Stanley J Champagne  
Billy M Crawley  
Thomas A Foster  
Kipp D Friess  
Drew L Gasset  
Robert O Godsmark  
Amy M Hansen  
Darrel Gregory Huff  
Clifford N Irons  
Marla J Kegrresse  
Omjasisa Kentu  
Edwin Glen LaFour  
Arthur L LeRoy  
Kenneth W Mahlman  
Robert A Mallett  
Jeremi Matczak  
Charles Oneil Mickens  
James K Partridge  
Brent Earl Pavey  
Joseph L Pence  
Gerald A Pope Sr.  
Joshua J Regnier  
Gary Dean Richards  
Corey L Stanley  
Jackie Lynn Taylor  
Peter E Vickery

Send changes or corrections:  
communications@hyttlogistics.com

# Company Store HyttStore.com

**NEW:** Through the years, there have been requests from employees and customers asking for a way to directly purchase Highway Transport merchandise, such as t-shirts, hats, etc... Now, this is possible! A small company store has been launched containing a few items featuring the Highway Transport logo. See something you like? Place an online order. This is a mobile friendly site visible on smart phones. All items are warehoused and shipped from Coggins Promotional in Savannah, GA.

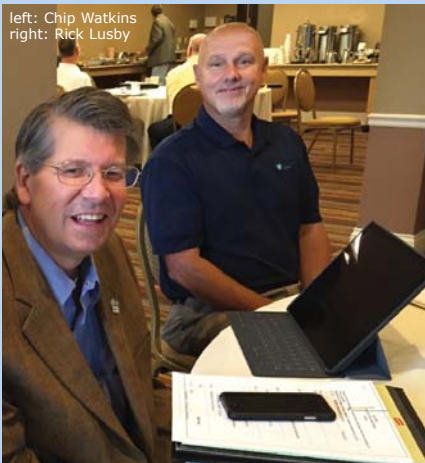
visit the online store: [HyttStore.com](http://HyttStore.com)

*Is there an item you'd like to see available in the new company store? Submit your idea to: [communications@hyttlogistics.com](mailto:communications@hyttlogistics.com)*



## Sales & Operations Meeting

**June 4, 2016** These smiling scenes from a combined meeting of Sales and Operations in Nashville, TN reflect a new approach to meetings in a new central location. A very special word of thanks to Elizabeth Dick for her oversight and management of all aspects of this gathering, from travel & food to logistics & cost controls. A positive/productive event + thanks to Elizabeth, everything went smoothly.



left: Chip Watkins  
right: Rick Lusby



left to right: Mark Suarez, Brenda Skoda, Mark Daugherty, Sean Quarderer  
back: Greg Watkins



Photo by Gary Reagan

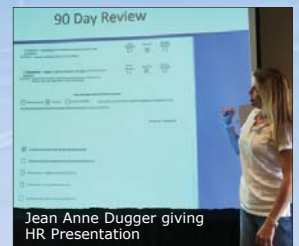
left: Jean Anne Dugger  
right: Wendy Drummer



left: Barry Hall  
right: Stanley Champagne



left to right: Gary Reagan, Barry Hall, Jean Anne Dugger, Joe Sheldon



Jean Anne Dugger giving HR Presentation



Larry Edwards giving Maintenance Presentation

# SERVICE ANNIVERSARIES

## 41 Years

Glen Keen

## 33 Years

Larry Edwards

## 31 Years

Steve Fortner

## 30 Years

Billy Bishop

Barry Hall

Joe Pence

## 27 Years

Howard Immenhort

James A McCue III

Andy Schultz

Gary Reagan

## 26 Years

Stefon Davis

## 24 Years

Lonnie Surgener

Leonard Steele

Billy Lively

Doug Vineyard

## 23 Years

Beverly Henderson

Bill Reagan

## 22 Years

James Byrd

Scott Ennen

Ernest Holloway

Christy Paul

## 21 Years

Kenny Barnett

Dale Ducote

## 20 Years

Don Anders

Bob Godsmark

Willis Haum

Don Kite

Rick Lusby

Michael Stropp

Lydell Summerville

Kelly Worsham

## 19 Years

Eric Frost

Dennis Williams

## 18 Years

Steven Jason Cranfield

Michael Liggett

James Nicley

Duane Regnier

Jerry Searce

Jackie Taylor

## 17 Years

Neil Evans

Chris Jenkins

Joe Sheldon

## 16 Years

Mitchel Ward

## 15 Years

Billy Crawley

Thomas Freeland

Walt Gamble

Carol Guinn

Steve Kitts

David Weidner

## 14 Years

Kenneth Dickey

Jerry Noland

Kathy Rock

Philip Teto

## 13 Years

Larry Duncan

Reynaldo Gonzalez

Joel Hubbard

Darryl Hunter

Kevin Liggett

Aaron Matthews

Jerry Nicely

Dennis Resetar

Wilhelm Salewski

Brian Vinson

## 12 Years

Antonio Arsuaga III

Pete Frost

Robert Randalls

Dexter Ratliff

Walt Satterfield

Kenneth Tyler

Kelly Ray Wyatt

## 11 Years

Tim Brock

Mark Dickens

Wyatt Dockery

Paul Garbett

Shaleece Pillow

Gary Richards

Kevin Steenken

Jerry Szmuc

## 10 Years

Eric Doyle

Jacob Edwards

Kenneth Ghea

Daryl McClenton

Howard Keith Mims

Paul Noe

Denis Propin

Kevin Shawn Ray

Kerrie Smith

Mark Stucky

## 9 Years

Michael Collins

Elizabeth Dick

Donald Franks

Jason Longenecker

Scott Nussbaum

Jerry Powell

Brian Reid

Brenda Skoda

James Smith

David Williams

## 8 Years

Michael Blochowski

Martin Brown

David Coleman

Bethany Cooper

Floyd Elzie

Morad Farah

Robert Harden

Jim Kinnevy

Ralph McFarland

David McLeod

Billy Morgan

Matt Powell

Kenneth Salmon

Theophilus Sample

Doug Scales

Gregory Sorah

Sam Stewart

Edwin Tice

## 7 Years

Ronald James Brady

Matt Bruer

Eddie Crist

Tim Farmer

Dennis Hanson

Amanda Hawkins

Greg Huff

Andrew Johnson

Kenneth Mahlman

Robert Mallett

Robert Mapp

Michael Mitchell

John Paschal

David Rudan

Michael Stumps

Lori Lynn Whiteman

## 6 Years

Edward Adair

Pete Ballard

Bob Begliutti

Ronnie Bridges

Richard Collins

Peter Cordell

Daniel Davis

Dan Dufner

Ronald Dunlap

Donald Edwards

Don Elder

Todd Helms

Kevin Hibdon

Vernon Howard

Michael Hunt

Donna Kinsey

Jesse Kirk

Victor McCullum

Mark McNabb

Michael Monroe

Michael Overton

David Owens

Charles Parkhurst

Billy Ray Pickett

Gerald Pope

Ed Regan

Josh Regnier

Tony Riggins

Rosendo Rodriguez

Todd Schrebe

Philip Shelley

Jackie Sledge

Mark Suarez

Richard Paul Tallent

Jonathon Yob

## 5 Years

Justin Black

Stephen Bochar

Ronald Booker

David Breedlove

Sandra Burnette

Maureen Dennis-Wilbert

Alex Eiler

Marshall Franklin

Steve Graven

Sheree Hamlin

James Hegland

Andre Jones

James Kyle

Scott MacDonald

Jesse McCulloch

Harry James Miller

John Mizin

Norman Noel

Richard Chad Parker

Brent Earl Pavey

Sean Quaderer

Jose Antonio Rivera

Melton Tennelle

Jeff Womble

## 4 Years

Julio Bascones

Charles Brooks

Eddie Brown

Ronald Byrd

Vernon Crow

Charles Hill

Steve Hittinger

Gary Dale McClanahan

Juan Ortiz

Omar Oshman

Richard Paden

Louis Palmer

James Partridge

Merly Pleasants

Michelle Rayfield

Eric Scott

Gerald Sullivan

## 3 Years

Lawrence Acosta

Scott Ahrens

Fred Baker

Ashley Beasley

Michael Bigler

Bret Briner

Patrick Burnett

Kenneth Coffey

Eric Ely

Michael Figgins

Thomas Foster

Drew Gasset

Stanley Goodwin

Priscilla Green

Cliff Irons

Michael Isaacs

Thomas Joe Jones

Derrick Lane

Joraine McDaniel

Deonte Muller

Jennifer Myers

Thaddeus Netherton

Dennis Pfeifer

Thomas Rannala

Michael Riley

Carlos Rodriguez

Michael Rogers

Robert Starrett

Hunter Stokely

James Syverson

Edward Terry

Richard Tuders

## 2 Years

Allen Adams

Gustavo Alanis

Adrian Alanis

Anthony Alexander

Damian Barrientes

Daniel Behrendt

Bobby Booth

Daniel Bradley

Henry Brown

Danny Bruner

Wayne Andrew Bryan

Kevin Cameron

David Campbell

Sandy Carr

Robert Celia

Stanley Champagne

Cody Clarke

Jackie Coates

Helen Colon

Antonio Cruz

Mark Daugherty

Rosendo DeLaRosa

Julie Anne Duncan

James Eden

John Gilliland

Michael Gilvin

Arnulfo Gonzalez

Michael Hall

Amy Hansen

Edward Heard

John Hill

William Hodge

David Horeis

Jonathan Blake Horton

Jon Huggins

Doug Isbill

Napoleon Keller

Omjasisa Kentu

# HEALTH & INSURANCE: My.QuestForHealth.com

## Biometric Screening

It's getting to be that time of year again! You will start seeing emails regarding Biometric Screening and Annual Enrollment. It is very important the steps are followed when registering, if the information is entered incorrectly a message will appear stating registration is restricted. Once logged in the system will show a list of available locations as well as the on-site screenings in your area. You MUST complete ALL testing & forms prior to September 26, 2016 for the 2017 credit and incentive to apply.

### Where do I start?

Schedule your screening by registering online at [My.QuestForHealth.com](http://My.QuestForHealth.com)

or

by calling

Quest Diagnostics® Health & Wellness Service Center  
1-855-623-9355

Registration begins 06/28/16 until 09/26/16\* for Quest Diagnostics Patient Service Centers (PSC).



## Questions?

Sheree Hamlin, PHR  
Human Resources  
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

## WorkforceNow™ Web Link <https://workforcenow.adp.com>



**IMPORTANT:**  
New HR Modules  
available when you use ADP®

ADP is the go to place for your Payroll and Human Resource needs. We are continuing to work to utilize this software so that our employees can quickly make changes to their account. At this time, employees can update personal information such as tax withholding elections, address, phone number, beneficiaries, emergency contacts, and direct deposit.

POLICY NAME	VERSION	REQUIRED	ACKNOWLEDGED	ACKNOWLEDGE DATE	VIEWED
Drug & Alcohol Abuse	2009	Yes	●	03/26/2016	●
Unlawful Harassment	2012	Yes	●	03/26/2016	●
Vacation Policy	2011	Yes	●	03/26/2016	●

Our newest feature in ADP is adding forms in the Forms Library. You can find this under Resources>Company Information>Forms Library. Currently, we have benefit and payroll information available for download. We will continue to utilize this area and add more forms and information that is useful for our employees.

In addition to the Forms Library, we also have a section called Tools/References. You can find this under Resources>Company Information>Tools/References. This section of ADP gives you a list of Payroll/HR contacts and links to the carriers for benefits.

In order to keep employees aware of certain Highway Transport policies, we are utilizing the Company Policies section of ADP, Resources>Company Policies. Here you can find our Drug & Alcohol Abuse Policy, Unlawful Harassment Policy, and the Vacation Policy. We are requesting that all employees take a look at these policies and acknowledge that you have read them. If you have any questions about the policies or how to acknowledge them, please reach out to a member of Payroll or HR.



HIGHWAYTRANSPORT

## Getting answers is as easy as

# 1 2 3



1-844-HTL-4You

## Speak Up!



**1-844-485-4968**

This toll-free number is an important part of the Open Door Policy at your company. It provides you with a number to call and give your comments, suggestions, opinions, and ideas.

These **Speak Up!** cards are for employees to write their thoughts, opinions, ideas. No postage is necessary. Simply fill out the form, fold, seal, and mail.

Whether you decide to call the Employee Hotline or fill out a **Speak Up!** card, it is important for you to know that you always have a direct communication channel to the top tier leadership of the company.

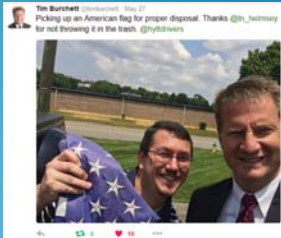
You always have the option to reach out to the HR Director at any time.

**Jean Anne Dugger**  
HR Director  
865-474-8047

Visit  
[hytt.com/speakup](http://hytt.com/speakup)



@HyttDrivers



**left:** Todd Helms  
**right:** Knox County Mayor  
Tim Burchett

One of our top tweets occurred on Friday before #MemorialDayWeekend when Knox County Mayor #TimBurchett and his staff stopped by Highway Transport Logistics, Inc. to pick up the American Flag for proper disposal. Todd Helms, HTL Server/Network Administrator, handed over the used flag and paused for a fun photo with the #Mayor who posted: Thanks Todd Helms @tn\_helmsley for not throwing it in the trash.

Which HT company locations have flag poles?

-HTL in Knoxville, TN  
-HTC in Knoxville, TN  
-HTC in Croydon, PA  
-HTC in LaPorte, TX



On #Friday July 1st Employees in #Knoxville paid tribute to #PatSummitt by wearing orange and posting a picture on Instagram using the hashtags #PatSummitt and #TurntheWorldOrange and #WeBackPat



#HTFreshFriday #GreenBeans  
#HTBaum #Trucking #GregWatkins  
#HighwayTransport #HTSummer  
#Drive4Highway.com #Hytt.com  
#HyttDrivers.com #VegetableSwap



**Instagram**

Photo Contests:

@hyttdrivers

**RULE #1**

Never use your phone or mobile device while operating any type of vehicle.

Highway Transport Chemical drivers and employees understand that Social Media—during personal time when not behind the wheel—is a great platform for sharing scenes from everyday life. Highway Transport uses social networks for good, whether it is to showcase beautiful images or share positive messages with the world.

Highway Transport's Instagram zone is growing! Employees + the general public are encouraged to do the following:

1. Join Instagram by visiting [www.Instagram.com](http://www.Instagram.com) then signing up to be an Instagram user.
2. search for and follow **hyttdrivers**
3. Post your images on Instagram, and in the text field, use the hashtag symbol # with text beside it such as...

**#HTSummer**

*Now thru September 6, 2016*  
vacation, beach, poolside pictures

**#HTFreshFriday**

*Now thru October 7, 2016*  
garden and vegetable pictures

**#HTAutumn**

*October 1 - November 30, 2016*  
fall foliage, Thanksgiving pictures