



HIGHWAY TRANSPORT

linking all employees and contractors



location: Corporate Headquarters on Baum Drive in Knoxville, Tennessee | photo by Dwayne Hickson, owner, Graphic Productions, dwayne@graphpro.com

driver: David Parr

Highway Transport Announces Largest Driver Compensation Package in Company History

All Highway Transport drivers nationwide see increases in mileage and hourly pay.

by
Marshall Franklin, CPA
President & CFO of Highway Transport

Highway Transport's pay structure had been in place for a long time. It had become increasingly difficult to understand. After many suggestions from drivers, the traditional bi-weekly pay system was overhauled, and we have implemented an entirely new higher-paying weekly approach. Truck drivers began receiving weekly pay on May 26, 2017.

With the new pay package, a System/OTR driver can expect to earn a gross annual average of \$69,000. Regional drivers can expect to earn a gross annual average of \$60,000.

The biggest change was in compensation for Regional drivers. Historically, Highway's entire compensation system was based on mileage tables. Complex mileage tables for regional loads are now a thing of the past. Regional drivers hauling loads under 150 miles are now paid by the hour. With the new hourly wage, a Regional driver gains a clearer understanding of what he/she is being paid for every hour of work, whether it is driving or unloading.

In the past, System drivers received guaranteed annual pay. Nowadays, all long-haul loads over 150 miles are based on mileage + hourly pay. This is an increase to both the mileage and hourly rates!







These pay enhancements reflect Highway Transport's desire to not only recruit new drivers but retain the most crucial asset to our company...our current drivers.

continued...

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Social Media

-  facebook.com/HyttDrivers
-  @HyttDrivers
-  Highway Transport Logistics, Inc.
-  pinterest.com/highwaytransport/
-  instagram.com/hyttdrivers
-  youtube.com/HyttDrivers
-  snapchat.com/add/hyttdrivers

Blogs

- ▶ Hytt.com/blog
- ▶ Drive4Highway.com/blog

Websites

- ▶ Hytt.com
- ▶ HyttDrivers.com
- ▶ 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 attn:Communications
6420 Baum Drive, Knoxville, TN 37919
phone: 1-865-474-8002

continued from cover...

Highway Transport Announces Largest Driver Compensation Package in Company History | by Marshall Franklin

Drivers currently employed with Highway Transport have in-depth understanding of customers.

Since the beginning in 1948, Highway Transport has been an industry leader in pay packages for professional tanker truck drivers. While truck drivers joining Highway Transport are not required to have chemical tanker experience, drivers who join Highway with tank experience enjoy a higher starting pay. It is our belief that professional drivers who understand our systems and customers should make more money.

In addition to competitive pay and being part of the family, another attractive feature at Highway Transport is the equipment. Highway has an industry-wide reputation for the newest, best-looking equipment on the road. Over the past 5 years we have been replacing older tractors with new model Macks. By the end of 2018, all older tractors will have been replaced.

The Watkins family's trucking legacy allows Highway Transport to offer exceptional pay and benefits that are above and beyond all other tank carriers. Ultimately though, it's about family. Simply put, if you're here, you become part of our family. These pay increases are made with drivers in mind.

Monday, February 20, 2017 | We are excited to announce that our Highway Transport Owner Operators are receiving a 7% base loaded and empty mileage pay. We value our partnership with you and want to do everything we can to contribute to your success. Thank you for your service! Have a prosperous 2017!

Driver was Ken Salmon

FW: Chris Jenkins <CJenkins@hytt.com>
Subject: Impression Inks KB-2069 Tanker

From: Shipping Manager-Kustom Group
Subject: Impression Inks KB-2069 Tanker

I just received a call from Bain telling me what an excellent job Kustom did getting the KB-2069 order to his plant as scheduled. He said the driver arrived on time, was easy to work with and they were able to successfully unload in less than 2 hours. Bain's final comment was it couldn't have gone better.

Thanks to everyone. This project is important and has been a true team effort that as Bain put it couldn't have gone better.

Best wishes, Kustom Group

From: Roksziewicz, K
Sent: Thursday, February 02, 2017 1:13 PM
To: Krauss, L (LA)
Subject: Highway - Nexeo Twinsburg OH
Hi Lisa - This Nexeo location is very sensitive to on time deliveries. I've always had positive views on Highway, but even the onsite logistics spoke up on how well they perform. Can't beat that!!

Chicago area Highway rocks!

From: Maureen Dennis-Wilbert
[mdennis@hytt.com]
Sent: Thursday, February 02, 2017 1:09 PM
To: Roksziewicz, K <KRoksziewicz@adow.com>
Subject: Nexeo-Twinsburg

We had 2 deliveries to Twinsburg yesterday. Both trucks were on time for their deliveries. Both my drivers were told by the plant mgr that Highway was the ONLY trucks on time EVER. Makes you wonder who they're using.

New!

Recruiting

Mark Your Calendar:



September 10 - 16, 2017

This is a fantastic week to be at Highway Transport. *Most* Service Centers host cookouts on Wednesday during this week.

Foods & activities vary by Service Center. It is best to ask your Service Center Manager about specific details. This event celebrates drivers and all Highway Transport employees.

This will be a special time to look forward a little bit and kickoff 2018.

What is 2018? Highway Transport's 70th Year in Business!

by Joe Sheldon, Director of Linehaul & Recruiting

Everyone, I'd like for you to meet the *dream team* of Highway Transport. Recruiters Angela Corbett, Robin Wilson, and Bob Godsmark have played a pivotal role in the recent success of our company. Their implementation of *Tenstreet* recruiting CRM software has greatly enhanced Highway's recruiting capabilities. Keeping trucks staffed is crucial. Without their skills, we'd all have to go home. If you are a colleague, thank Robin, Angela, and Bob for the hard work and long hours it takes to keep our fleet staffed. If you are a driver, you probably have had a conversation with Robin, Angela, or Bob. They are the best at discovering quality-minded drivers who are dedicated to safety. At Highway, we are known for our individual approach to drivers. If you are a driver with the following:

- ▶ 12 months recent tractor trailer
- ▶ 24 months tractor trailer experience within the last 4 years
- ▶ Class A CDL

You will be glad you spoke with a Highway Transport recruiter.

**Call toll free
1-800-800-5856**

Drive4Highway.com



Angela Corbett

Bob Godsmark



Robin Wilson

Sandra Burnette guides drivers through the onboarding process to ensure new drivers have a successful orientation.



Driver Referral Program

Employees, Look for these posters in all service center locations nationwide. Do you know a professional driver who would be an asset to Highway Transport?

RULES: Refer a driver to Highway Transport, and when that applicant completes on-the-job training, you receive a \$1,000 Referral Bonus! Speak with a service center manager or Recruiting for more info.

Driver Safety Awards

Driver Safety Award Items

Year	Item		
1	Belt Buckle (Brass/Bronze)	Numbered Belt Stud	
2	Letterman Jacket (Navy/Royal)	Numbered Belt Stud	
3	Two-Tone Watch	Numbered Belt Stud	
4	Lambskin Bomber Jacket (Black)	Numbered Belt Stud	
5	Gold Ring (Class Ring)	Numbered Belt Stud	
6	Diamond for Ring	Numbered Belt Stud	
7	Diamond for Ring	Numbered Belt Stud	
8	Diamond for Ring	Numbered Belt Stud	
9	Diamond for Ring	Numbered Belt Stud	
10	Silver & Gold Belt Buckle (Rodeo)	Numbered Belt Stud	
11	Diamond for Belt Buckle	Numbered Belt Stud	
12	Diamond for Belt Buckle	Numbered Belt Stud	
13	Diamond for Belt Buckle	Numbered Belt Stud	
14	Diamond for Belt Buckle	Numbered Belt Stud	
15	Watch	Numbered Belt Stud	
16	Belt Buckle (Sterling Silver)	Numbered Belt Stud	CB Radio
17	Letterman Jacket (Navy/Navy)	Numbered Belt Stud	Satellite Radio
18	Two-Tone Watch	Numbered Belt Stud	Bronze Certificate
19	Brown Leather Jacket	Numbered Belt Stud	Silver Certificate
20	Plaque	Numbered Belt Stud	Gold Certificate



At Highway Transport, we're always striving to recruit safety-minded drivers. It is with great honor that we recognize the following drivers who represent a successful record of accident-free driving. Send all driver award images and details to: krock@hytt.com

left: David Foux
La Porte System Driver
2nd Year Safety Award



Mark Stucky, Garland Driver, 2nd Year Letterman Jacket



Todd Schrebe, Knoxville Regional Driver, 3rd Year Safety Award



Clarence Woods, Freeport Regional Driver, 1st Year Safety Award



Scott MacDonald, Garland Driver, 3rd Year Watch



Kevin Hibdon, Garland Driver, 3rd Year Watch

Goodyear: **WATKINS** Tire Purchase Program

Access your tire rebate coupon...
<http://www.goodyear.com/natirecoupons>

enter National Account Number
8680
in the login area to gain access.

Discover an authorized Goodyear outlet.
Visit the dealer locator at:
www.goodyearfleetnetwork.com

"HOT" Highway Organizational Training



photo by: Aaron Matthews, Accounts Receivable & Collections Manager

Above: The inaugural group of Highway Transport employees to attend "HOT" Highway Organizational Training *left to right:*

- Steve Kitts, Director of Sales
- Greg Watkins, Vice Chairman of Highway Transport
- Marshall Franklin, Highway Transport President & CFO
- Steve Hittinger, Operations Manager, Knoxville Service Center
- Josh Payne, Management Trainee, Knoxville Service Center
- Jennifer Myers, Tank Wash Clerk, Knoxville Service Center
- Matt Parker, Driver Manager, Knoxville Service Center
- Becky Sanders, Operations Manager, Chattanooga Service Center
- Angel Kinsler, Collections Specialist, Knoxville Baum Drive Corporate
- Bethany Cooper, Safety & Quality, Knoxville Baum Drive Corporate
- Beverly Henderson, Pricing Administrator, Knoxville Baum Drive Corporate
- Kevin Yohe, Operations Manager, Coydon Service Center
- Jean Anne Dugger, Highway Transport Director of Human Resources
- *not pictured*-Chip Watkins, Chairman, Highway Transport

Right: The 2nd group to attend "HOT" Highway Organizational Training *left to right bottom row:*

- AJ Adams, Freeport Service Center Manager
- Christina Nolan, Maintenance Service Administrator, Knoxville Service Center
- Deidre Lorenzano-Bavonese, Operations Supervisor
Croydon Service Center
- Don Kite Dedicated Operations Manager on site at
Dow Chemical in Knoxville, TN



photo by: Todd Helms, IT

left to right:

- Pete Ballard, General Service Mgr. Joliet Service Center
- Steve Graven, Equipment Planning Manager, Joliet Service Center

left to right:

- Jerry Searce
Driver Manager
Knoxville Service Center
- Joey Kirk, Customer Service
La Porte Service Center

• Daniel Davis
Chattanooga
Service Center
Manager

HOT Days of Highway Organizational Training

HOT is an acronym for the new "Highway Organizational Training" which is scheduled to take place in 3-day sessions throughout 2017 and 2018. For the first couple of "HOT" sessions, employees from all company locations nationwide gathered at Highway Transport corporate headquarters in Knoxville, Tennessee for face-to-face interaction with company leaders. Department presentations throughout the 3-days provided a review of different elements of the business.

Director of Human Resources, Jean Anne Dugger, facilitates the 3-day professional development event to strengthen the company for

long-term success. Participants enjoy the opportunity to familiarize themselves with each department and how they function.

"Putting a face with a name and knowing who does what is very important, especially when our company is spread out across the United States at 11 different service centers." says Dugger.

At the conclusion of "HOT," employees are given a hot pepper to commemorate their time together. "Actually, the pepper is a foam stress-ball type of material...a stress-pepper, so to speak ha ha!" adds Jean Anne.

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Jim Raines Achieves Two Million Mile Award!

Highway Transport Contractor Jim Raines achieved the two million mile award. Take a look at the following images captured throughout Jim's career. You will soon notice that professional tanker truck drivers have a common trait...calm, personable, easygoing on the outside. On the inside?...hard work, dedication, and superior operating skill. Driving two million miles without an accident demonstrates Jim's dedication to this profession. His name joins the plaque at Highway Transport HQ, a place of highest honor. This plaque contains very few names. Why? Because tanker trucking is not easy. Safely operating a 65-foot tanker hauling liquid is something only a select few can achieve. In the coming days-weeks-years, we'll all reach out to Jim and enjoy fun day-to-day conversations, but don't let his pleasant demeanor overshadow this fact...you are standing in the presence of Highway Transport nobility.



On Friday, May 12, 2017 Highway Transport leaders were privileged to take Jim to dinner and present him with a plaque, a check, and a 2-million-mile decal for his tractor. above *left to right*:

- ▶ Marshall Franklin, President & CFO
- ▶ Jim Raines, Highway Transport Million Mile Driver
- ▶ Greg Watkins, Vice Chairman of Highway Transport

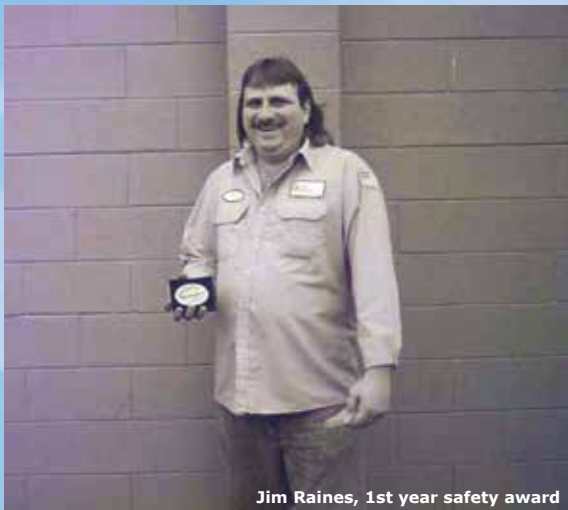


Tank Cleaning Update

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left: Jim Raines, 4th year safety award
right: Joe Sheldon



Jim Raines, 1st year safety award



left: Gary Reagan, President
right: Jim Raines, 11 year safety award

Kevin Mattera with BASF stopped in to visit our Chattanooga Service Center and learn more about tank cleaning. He was in town auditing BASF plants, and decided he would learn a little more about our tank cleaning processes. Here he is discussing tank washing with Daniel Davis our Service Center Manager and Stefon Davis of the Chattanooga cleaning rack. Stefon being fairly new with only 27 years at Highway explained the tank cleaning operation to Kevin who was thoroughly impressed. Keep up the good work, Stefon! —*Brian Reid*

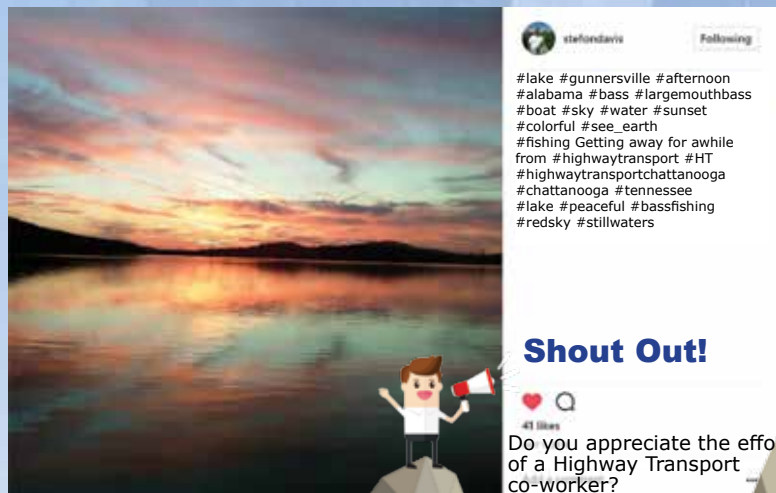


left to right: Daniel Davis,
Stefon Davis, Kevin Mattera of BASF



► **NEW** Brochures in service centers for marketing Highway Transport tank cleaning services to customers.

📷 **Did you know?** Stefon Davis at Highway Transport Chattanooga is an avid Instagram user. His artful photography and videos gain a lot of likes and recognition for Highway Transport. One of Stefon's videos got the most "likes" in Highway Transport Instagram History. The key to using Instagram is posting a beautiful image then providing several hashtags (pound sign) with text. Here are an example:



Shout Out!

Do you appreciate the effort of a Highway Transport co-worker?
Send a *Shout Out*:
communications@hytt.com

J Byrd



J Byrd says, "I've got a good family, and a good life." James says he has been called "J Byrd" ever since he was born 9 months and 2 days after his father returned from World War II. He is one of six children. He says he feels very fortunate because his parents had a house to live in and six kids. One brother was killed in Vietnam at age 26.

J Byrd and wife Linda have been married 52 years. They have 1 daughter, Tammie Lynn, 4 grandchildren, and 3 great grandchildren. He has thoroughly enjoyed his 22 years with Highway Transport. The most interesting load was a top secret high security delivery to Oak Ridge, TN. He doesn't discuss details, but he is allowed to reveal that he was required to stay inside his truck for 3 days. He is proud he was able to help. He says he drew inspiration from his training in the Tennessee Army National Guard.

J Byrd and Linda married at a very young age. They were married at Linda's mother's house. J Byrd says "Many people thought there might be a white shotgun behind the door," but Linda says, "My parents just really liked J Byrd."

"Everybody likes me I guess," adds J Byrd.

As newlyweds they enjoyed fishing from the shores of Nickajack Lake in the Haletown community near Chattanooga. His time in the National Guard took them to Houston, California, and Maine. When discussing his 22 years with Highway Transport, J Byrd says "I don't remember ever turning down a load. Also, I don't ever talk about work when I'm at the house."

One of the most difficult experiences was when he was at Eco-lab in Garland, TX and came down with the flu. He wasn't able to drive back home. Once he was finally able to drive, the trip home took a very long time.

I admire JByrd as a Veteran. Also, for many years during Christmas season, JByrd drove his truck while dressed up as Santa Claus. He handed out toys to children wherever he went. A local company here in Chattanooga donated some toys (mostly small Matchbox cars)+ JByrd purchased toys. —Steve Kitts

Out With the Stripes In With the Blue



Highway Transport is transitioning to new driver uniforms throughout the next few months. Highway Transport drivers & leaders + safety have closely collaborated with uniform supplier Cintas to provide a modern lightweight shirt. Uniforms must be long-sleeved for safety. The new blue shirt coordinates well with Highway Transport branding colors. When using the Highway Transport logo, managers take great care to match as closely as possible to Highway Transport's official color formulas:



PANTONE 287
CMYK: 100c 68m 0y 12k
HTML: 00539B
RGB: r0 g83 b155
Embroidery: Madeira 1134



PANTONE 361
CMYK: 69c 0m 100y 0k
HTML: 2EB135
RGB: r84 g185 b72
Embroidery: Madeira 1050

Linda worked 20 Years at Color-Labs, often 7 days a week.

Linda says the company "told us 1 week before they closed the doors."

Linda says when J Byrd retires, "I'm going to keep him busy." Plus, they both enjoy spending time with their 6-year-old grandson. At the time of this celebration, they were planning the great grandson's birthday party scheduled to take place the following day.

Regrets? Never officially graduating high school. Linda says "He attended through the 10th grade; Plus" she continues, "he did high school studies the whole time he was with the Army." J Byrd adds, "On my job applications, I just left it blank, and no one followed up with any questions. I've never told that to anyone until now."

Shaleece Pillow, Operations Supervisor at the Highway Transport Chattanooga Service Center says she and J Byrd have grown to have a close relationship through the years "He has my personal mobile number, and he reaches out to me whenever he has questions or just wants to talk. He knows he can just call me up. J Byrd has been known to walk home from the Chattanooga Service Center. He lives close, but not that close. I think it is too far for him to walk, but he has walked it. However, he knows he can call me directly if he needs a ride."



Members of Eric Frost's family and several co-workers gathered at the La Porte Service Center for his 20-year celebration. Eric is a mechanic in the La Porte shop.

Where did he get his start with Highway Transport? Eric tells us "I had a reputation in high school for working on vehicles. Half of my day at high school was spent in auto mechanics class. Then after high school for 4 years, I worked for a contractor doing a variety of things including HVAC. Then a good friend of mine, William (I played street basketball with him), told me about an opportunity at Highway Transport. At first it seemed to me like he was referring to the Department of Transportation. We laughed about that. William advised me to meet him at his house at 3:00 in the morning. We went in to the La Porte shop very early, and I was hired. At first I was really intimidated because I never dreamed I'd work on stuff like this."



left: Greg Watkins right: Eric Frost background: Barry Hall

Eric in his own words...

I was raised in a poor family, and I just wanted something stable. My mom taught me to strive to be dedicated. Me and my mom were competitive as to who could keep their job the longest. She made 10 years at her company. She always told me 'Son, I just want you to be happy no matter what you do in life.' I lost her two years ago in 2015. And I have to say, it's not always the job that makes me happy. It's the people that keep me motivated. I've attended college here and there.

When it came time for this 20-year work anniversary I wanted my coworkers to be in the room...not because I wanted it to be all about me. That's not the point. We all know they're going to hand me a watch. It was important to me to thank everybody in the room. I wanted to show as much gratitude as possible. I wanted to give a lot of recognition to Barry Hall. My very first Highway Transport boss didn't make things good. Things started going downhill. I thank Barry because he came here and turned this place around to what it is now. I'm grateful for it. I was also hoping to see Gary Reagan too. Celebrations with cake are fun here because of one time when we shocked Barry. Barry was busy and asked Joel to cut the cake for everyone. Barry had no idea of Joel's extensive background running a restaurant. Barry had no idea food prep and showmanship comes 2nd nature to Joel. Joel played it cool and says to Barry, "Me cut the cake? You're joking right?" Joel gets over there and makes a big production and cuts the cake like a professional and serves everyone in about 5 minutes. So, now it is a running joke when there is a cake and someone says, "You're going to cut the cake, right?"

I felt so good inside because of the support from all of my co-workers. They all followed me over to the building. Greg Watkins introduced himself to my wife and my father-in-law. Greg made such a big impression on them. The impact that Greg left with my wife was so great. My wife commented "Your company owner is a nice person."

I'm also glad Greg got to meet my Aunt and Uncle. They were impressed at how everyone at Highway feels comfortable to express different parts of their life.

Every time I see Greg I think of a time before his father Buz passed. Buz stopped by this terminal. He drove up in the car and asked me to come to the car. I said, "It's an honor to meet you," and Buz replied "No son, it's an honor for me. I want to let you know that you all saved this terminal. I'm grateful for everything you've done here."

That's worth more than anything to me. It speaks mountains of words. My wife tells me, "It's rare when you complain about work, but when you do complain, it's about people who only want to get a check and go home."

I am grateful for the experience of working with good people over the years. My intention in high school was to go into commercial refrigeration and air. Now I'm looking back into it. I made my 20 years with Highway Transport, and I'm going to see if I can understand HVAC again. Who knows what the future holds. I can always use my HVAC skills on the heat exchange units we have here at Highway Transport. As a company, Highway Transport is wonderful. I hit the jackpot when I got the job. Through the good times and the bad times, I've learned and it helped me to grow. The best life experience I've learned here is how to interact with people. The number one rule is to be nice. Everyone is entitled to have their say. All of us want to go home safe. We have the confidence to be allowed to say what we need to say.

Vernon on graveyard once said to me. "Eric, I just want to thank you. I came from wash rack to the shop. You offered to show me stuff, help me out. I appreciate you because you are always trying to teach everyone everything you know."

Joel has been my right-hand man side by side. To Joel, I try my best to give recognition. That is so important these days. Randy reviewed me. We all know upper management gets bonuses and receives their rewards. Most people are curious to know how much they are getting. I would rather give them a good wish. Money comes and goes but our experiences while we're here that's what it is really all about.

It's not ever going to be perfect. We have a few issues with drivers sometimes. The drivers who are not complaining are those ones who understand the long history of this company. I try to give encouragement to the drivers. It helps bring up morale, and that's where it starts. The drivers, they take a truck out of our shop and onto the

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Kickoff 2017

I would like to take a quick second to thank you all for 17 ½ years of good times and great memories. This is a great place, and I can't thank the Watkins family enough for providing me such a wonderful career. Please keep in touch! Many thanks to Greg for allowing me to keep my phone number. You can catch me on email at Farmingneil@gmail.com

Happy Trails!
— Neil Evans



Heartfelt good wishes #luncheon for #trucking #linehaul manager #retirement #rake for cleaning #poopiescooping stalls at Neil's #Knoxville#knoxrocks #horseboarding business! #weloveyou#goodluck but #dontleave — feeling blessed with Greg Watkins and Highway Transport at Calhoun's Restaurant.

A large group attended Neil's going-away celebration. Neil says, "For the last 17 ½ years I've either been in school or working. My wife and I agree that I need to increase my time on our farm and grow our horse boarding business, Clinch River Stables. It is right behind Norris Dam. Our place is on the Clinch River; Greg's farm is on Norris Lake, so I can't just get in a boat and go visit Greg because we are separated by the Dam. At Clinch River Stables, we board all kinds of horses, and I've been purchasing equipment. Our latest investment is a Kubota tractor. It's just me and my wife. I wake up every day and go clean stalls. I have used the rake already."

Since retiring at the end of February, Neil has returned to Highway a couple of times to fill in for Linehaul while people are on vacation.



Make a plan. Work the plan. Highway Transport leaders gathered in Nashville, TN for *Kickoff 2017*, a strategic planning session. What topic was at the forefront of the meeting? ...the safety, comfort, and wellness of Highway Transport drivers. "Smiling faces and positive attitudes. That's what keeps Highway Transport on the path to prosperity." says Chip Watkins, Chairman of Highway Transport.

Changes in leadership structure were announced. Greg Watkins' official title is now Vice Chairman of Highway Transport. Marshall Franklin is now President & CFO.

Rather than use the word "terminal" to describe a Highway Transport location, the decision was made to use the words "service center." Moving forward, all terminal locations will now be referred to as service centers.

Nashville, Tennessee is a central location where all Service Center Managers can meet without having to endure a long trip. Flights to Nashville are less expensive. Watkins Associated Industries is a member of a purchasing consortium entitled *CoreTrust*. By using group purchasing power of *CoreTrust*, Highway Transport

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Kyle Lukwinski, Service Center Manager
Joliet, Illinois



Steve Kitts, Director of Sales



left: Dan Dufner, Northeast Sales | Southampton, Pennsylvania
right: Marshall Franklin, Highway Transport President & CFO



left to right: Neil Evans, former Director of Linehaul (ret. Feb. 2017); Joe Sheldon, Director of Recruiting and Linehaul; Andy Schultz, Director, East Region.



left: Marie Sellers, Executive Assistant to Chip Watkins and Clay Watkins, Watkins Associated Industries | Lakeland, Florida
right: Paul Noe, Director of IT, Highway Transport headquarters in Knoxville, Tennessee



left: Larry Edwards, Fleet Director
right: Logan Laug, Director of Accounting



Chris Jenkins
Service Center Manager
Florence, Kentucky



left: Stanley Champagne, Service Center Manager | Geismar, Louisiana
right: Chip Watkins, Chairman, Highway Transport | Lakeland, Florida



Mark Suarez, Dedicated Operations Manager
Ecolab Dedicated Operations | Garland, Texas



left: Jean Anne Dugger, Director of HR
right: AJ Adams, Service Center Manager
Freeport, Texas



left: Brian Reid,
Director of Logistics & Strategic Development
right: Mike Dailey
Service Center Manager



Matthew Powell
Director of Pricing

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receives substantial discounts on everything from travel to driver uniforms.

"We have these meetings for ideas and inspiration. Right now, we've got one of the best leadership teams I think we've ever had," says Greg Watkins "These gatherings have open, honest dialog that generates great results for the company. Everyone rallies together to tackle serious issues, solve problems and plan for the future."



Brenda Skoda, Dedicated Operation Manager
Ecolab Dedicated Operations | McDonough, Georgia



Angel Kinsler



in her own words...


As many of you know, I was diagnosed with breast cancer in March 2016. At the age of 36 this was hard news. I was scared, scared for my life, scared for my family and also scared for my job. That is what this message is about. Highway has been so good to me through this battle, and a battle is what this was...well, more like a war. I want to thank Highway Transport and all of my coworkers. I want to thank you

for all the prayers, all the cards, texts, emails, and gifts. Most of all I want to thank my Highway family for treating me as family. I couldn't ask for a better company to work for. I couldn't ask for better coworkers. To Beverly and Sandy for making me my chemo quilt, To Kerrie for sending me dozens and dozens of get well soon cards and checking on me. To Sheree for making everything so easy on me with insurance and sick leave and letting me know that everything was going to be fine and not to worry. (*turns out she was right*) To my wonderful boss Aaron who was left with double the work load and never complained once and always had a smile for me. I know I can't name everyone individually but the compassion and level of care that I have received here at Highway will never be forgotten. I have returned back to work fulltime as of last week and you have never met a girl so happy to go to work as I am today cancer free. There are no words, so I will just say a simple "thank you." I love you all! Here are some pictures of my journey. The largest picture is of me today at work.



Ring the Bell Patients completing a course of chemo enjoy ringing the bell. I couldn't wait to ring that bell. Patients also receive a certificate of completion.

Connect with Angel Kinsler
akinsler@hytt.com

 [instagram @angelaries](#)

Donald R. "Robert" Franks Million Mile Award

A celebration dinner was held to honor Highway's newest member of the million mile club...Donald R. Franks. He goes by "Robert." Franks drove one million miles without a preventable accident or incident. Robert served as an Ecolab driver out of Garland, TX from 2007 until March 2017. This marks only the 18th time in our company history that Highway has bestowed the Million Mile Award.

"Robert's work was exceptional. He is the kind of driver we were proud to send out on the road to represent us. Throughout Highway Transport's 69-year legacy, customers have always been willing to pay for the superior level of service that Highway provides. They know we only hire the best. Case in point was Robert Franks."

Robert was also presented the one million mile decal. Larry Edwards, fleet director, started this decal program. He designed the special emblem. This is one step we can take to commemorate this important milestone.



left: Robert Franks
right: Greg Watkins
location: 1832 Steakhouse in Choctaw Casino & Resort
Durant, Oklahoma

New Trucks

Highway Transport plans to purchase 23 additional Mack tractors. The new units are scheduled to be put into service by mid-August. Incoming system driver recruits enjoy assignment to our newest model Mack Trucks.

Recently, some regional drivers were assigned to a new model Mack. However, the assignments were made with the understanding that the newest tractors go to the newest incoming system drivers.

Understand: As Highway Transport continues to recruit system drivers, some regional drivers may be asked to transfer back to an older model.

Highway Transport has a top-of-the-line fleet. We have one of the best-looking, cleanest fleets on the road. Be on the lookout for an upcoming video which highlights the new technology of our latest 2018 Mack Trucks.



JT and Jesse in the Knoxville Shop

Disc Brakes

Question: *What's more important than keeping Highway rolling?* **Answer:** *stopping*

As older model trucks rotate out of inventory, most Highway Transport trucks will now have air disc brakes. 2017 - 2018 models are equipped with Bendix® Wingman® which provides shorter stopping distances and improved safety. Longer service intervals and faster maintenance helps lower costs and downtime. **YouTube** Be on the lookout for an in-depth video about new equipment technology.

Equipment Update

photo by Larry Edwards



Personnel & Personal

Logan Laug has been promoted to Director of Accounting. Logan has done a great job as Accounting Manager and is a leader for the Accounting department. In his 1+ years, Logan has been willing to learn and do everything asked of him from taxes, invoice coding, financial statement preparation, and financial analysis. He is continuing our focus of using our people and technology to manage our information and be more efficient with our decisions. Please join me in congratulating him on his promotion.

— Marshall Franklin, CPA
Highway Transport President & CFO

Congrats Logan! You have been fantastic to work with!
—Chip Watkins

Greg Watkins has moved from President & CEO to Vice Chairman. Greg has the following direct reports:

- Marshall Franklin, President & CFO
- Jean Anne Dugger, Director of Human Resources

Marshall Franklin has been promoted from CFO to President of Operations & Sales and CFO. Marshall has held several positions within the Finance department, including VP of Finance and CFO.

Steve Kitts, Sales Manager for the Southeast, has a total of 25 years with Highway Transport, working in several positions within this time. Steve has been promoted to Director of Sales and Marketing, retaining responsibility for Southeastern sales.

Joe Sheldon, Knoxville Service Center Manager, has been with Highway Transport since 1999. He has held supervisory positions prior to becoming a Service Center Manager. Joe has been promoted to Director of Linehaul & Recruiting, replacing Neil Evans and taking on the additional responsibility of overseeing Recruiting.

Please join me in congratulating Greg, Marshall, Joe, and Steve
— Jean Anne Dugger, Director, Human Resources

In addition to **Joe Sheldon's** new role as Director of Linehaul, he will also be Director of Recruiting. Joe has been with Highway almost 18 years. He has hired and managed drivers, managed a terminal, and knows the challenges of finding and maintaining good drivers. He knows the importance to Highway of having a strong recruiting department and keeping a good pipeline of new drivers to allow us to grow. I look forward to his leadership and management of the recruiting department. Please join me in congratulating Joe on his new roles.

— Marshall Franklin, CPA
President & Chief Financial Officer

Steven Hittinger has been promoted to the role of Operations Supervisor (emphasis on Equipment Planning) at the Knoxville Service Center. Steven has recently served as a Lead Tank Cleaner/Coordinator in our Knoxville Tankwash and brings almost 8 years of experience and leadership in our trailer cleaning operation to the table. Steven's broad knowledge of our equipment and cleaning rack operations will greatly contribute to his success in this role. Congratulations Steven!

— Andy Schultz, Director, East Region



Please join me in welcoming **Larry Choate** to our staff as the Service Center Manager for La Porte, Texas. Larry comes to us with over 30 years of operational and safety

experience in the chemical tank truck marketplace.
— Barry Hall, Director, West Region



Kevin Yohe joins Highway Transport as Operations Manager at the Croydon Service Center.



Highway Team, It is my pleasure to announce that **Doug Vineyard** has been promoted to the role of Service Center Manager at the Knoxville Service Center. Doug brings 26+ years of knowledge, experience, and tenure to the position, serving Highway Transport in prior roles as both Tankwash Supervisor and Operations Supervisor throughout his career. Doug brings a strong work ethic and hands-on approach to this position, as well as a plethora of knowledge in tankwash and shop operations. Please join me in congratulating Doug on this most recent promotion and lending your support in any way possible as he transitions.

— Andy Schultz, Director, East Region

Congratulations, Doug. I said you would be the boss someday years ago. I hope the 2 shortbread cookies and the fig bar that I gave you goes a long way. Good luck!

— Kenneth Dickey,
General Service Manager

Futurecast of Highway Highlights: Future issues will contain more information related to regulatory updates, driver retention & employee wellness. Send your stories, birth announcements, marriages: communications@hytt.com or contact your driver manager or service center manager.

Dennis Williams

left: Greg Watkins
right: Dennis Williams



Knoxville, TN—Highway Transport's Dennis Williams 20 Year Rolex Ceremony Marks 20 Year Milestone, 37 Years Overall

The 20th Anniversary Rolex Ceremony officially commemorates 20 years of continuous service. However, Dennis Williams' dedication to Highway Transport totals 37 Years. Dennis left Highway Transport to become an owner-operator in 1986. He owned his own truck and worked as a flatbed driver until 1997 then returned to Highway Transport.

"I just want to thank everybody and thank the good Lord above for having my health and being able to do this job. My family and my friends. It's not just the company but the people you work with and you work for. That's what really makes this company worth working for," says Dennis.

A large crowd gathered to celebrate Dennis Williams' 20 Year Rolex milestone at Highway Transport's Knoxville service center off Amherst Road. Dennis was glad to have his family attending: son Justin and daughter Melinda. Melinda's 3 children: Lily Marie (5), Tanner (11), and Skylar (15) were happy to be able to attend the celebration for Dennis who they call "Grandad." Melinda's husband had to work, but the couple agreed to take the children out of school to see their grandad receive the 20 year Rolex.



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 equipment on the road, we have the best drivers, says Greg Watkins, "and we reward drivers for their commitment."

Greg said to Dennis, "I am tickled to give another one of these out. It means a tremendous amount to our company and my family. I did not know that you were with us before and left in '86, so it would have been 37 years. Your commitment to our company, your loyalty, and everything that you've done means a lot more than this watch is worth; but the watch is a token of our appreciation of what you've done for us and the time that you've put in with our company. And I want to thank your family too. I know it's important to them as well. Thank you so much, Dennis."

In his current role, Dennis works exclusively on the Knoxville yard making sure all the trucks are organized and properly parked. The celebration honoring Dennis was not a send-off...no way! His plan is to continue to work 6 or 7 more years.

Dennis's role as Grandad continues in nearby Clinton, TN where he lives directly across the street from daughter Melinda and her



left to right: Melinda (Dennis' daughter), Lily Marie, Tanner, Dennis Williams, Justin (Dennis's son), Skylar
above: Dennis and granddaughter Lily Marie

young family. Dennis' son Justin also lives nearby, just a short distance down the road. Melinda's husband Mike works many hours at Aisin, and Dennis sometimes pitches in to help the family with their busy schedule by keeping an eye on the children and sometimes mowing their grass. Melinda says there have been more than a few times she has looked out the window then calls her husband Mike saying, "Grandad did a drive-by mowing again."

Bottom line, everyone is grateful for the work Dennis does to keep his family + his Highway Transport Family rolling along.



In Memoriam



It is with great sadness we grieve the loss of Doug Atchley, who passed away February 6, 2017. Beloved by all for his sense of humor, Doug worked for Highway Transport in Logistics at Knoxville's Amherst Service Center for over 34 years. Doug officially retired in 2012 but continued part-time. Many colleagues attended

Doug's February 9th service at Mt Olive Baptist Church in Knoxville, Tennessee. The following info is from his obituary published in *Knoxville News Sentinel*:



2009

Douglas M. Atchley, of Knoxville died February 6, 2017 at the age of 62. Doug was born in Knoxville on February 25, 1954. He graduated from the University of Tennessee with a Bachelor of Science degree in Business Administration. He attended Mt. Olive Baptist Church and retired from Highway Transport as Logistics Manager. Doug will always be remembered for his sense of humor and practical jokes.

He was preceded in death by parents, Raymond and Maydell Atchley; and brothers, Bill Ross Atchley and

Danny Corum Atchley. He is survived and will be deeply missed by wife, Gina Webb Atchley; sisters, Burma Carr and Mary Scates; brother-in-law, Don Scates; sister-in-law, Bobbie Atchley; brother-in-law and sister-in-law, Al and Reneau Webb; numerous nieces and nephews; and other extended family and friends.

In lieu of flowers, please make a donation in his memory to Mt. Olive Baptist Church, 2500 Maryville Pike, Knoxville, TN 37920. Gentry Griffey Funeral Chapel is honored to serve the Atchley family and invites you to view and sign their online guestbook at gentrygriffey.com.



"Pap" Radford and Doug



Doug Atchley & Andy Schultz



2007

On behalf of all of us here at Highway Transport, I have spoken with Dale's wife and given her our most heartfelt condolences and sympathy. Dale enjoyed life and spending time with his family, especially his grandkids. Dale always had a great outlook and was respected by everyone who had the opportunity to meet him. Dale started driving for HT over 22 years ago. At first,

he was solo and then he and his wife, Kitty, drove team. Next, they both went solo and then Dale continued driving while Kitty went to spend time with their grandkids. This is truly a great loss to the company and me. All that knew Dale will miss him.

— Greg Watkins

obituary by the children of Dale Ducote:

June 3, 2017 | **Dale "DJ" Ducote** has gone home to heaven and his colorful personality, sense of humor and unlimited Boudreaux and Thibodeaux jokes (with accent) will be sorely missed. He was a proud resident of Picayune Mississippi for the last 22 years, Highway Transport tanker truck driver extraordinaire, and the absolute life of the party to all who knew him. He was well known for letting people know when he thought something was stupid, drinking milk with dinner and telling very tall tales like our Mom only fixed him dog food sandwiches for the road. If a strange man ever tried to help you in Walmart pretending like he worked there, then you've probably met him. He loved golden retrievers (Golds as he called them) and he was an avid barbeque enthusiast with major success except for occasional batch of burnt ribs. His fondness for old Westerns was only surpassed by his enjoyment in reminiscing about the annual gathering of neighbors waiting for his comical fall off the roof every year while hanging Christmas lights or sharing stories of funny antics about his kids, especially Parrish. He had a spectacular talent for mixing up his words in the most inappropriate fashion when telling stories. He was proud of his service to his country except for his first day when he told his Sargeant that not even his momma talks to him like that. He was a man of many words. If you didn't know him, then you missed out on greatness. If you had the pleasure of knowing him, then we request that you take a moment in his honor. He is survived by his beloved wife Kitty "Tumblebug" Ducote, sons Parrish "There's something wrong with that boy" (Jessie) Ducote, Joseph Ducote, Ben "Who's here" (Kristin) Rector, daughters Kathy "He's a poo poo head" (Jason) Smith, Karen "Baby Girl" Wilson, sister Narcille "Ta Ta" (Tom) Stone, thirteen grandchildren (most with nicknames he bestowed upon them that are too risqué to mention here), four great-grandchildren, a well fed cat named Pixie Stixs and a 1993 GMC pickup named Ginny. He is preceded in death by his parents, Leamon and Hazel Ducote, his greatly missed daughter, Jennifer "Jenny" Ducote and beloved pets Little Bit and Harley (one very naughty Golden Retriever). Picayune Funeral Home, Saturday, June 10, 2017. Entombment at Memorial Gardens Cemetery. Please visit www.picayunefuneral.com to view the obituary (Because our Dad was so awesome, you should read about him twice) and you can leave an online condolence or share photos and memories.



Daughter of **Marla Kegresse** of the Highway Transport La Porte Service Center, passed away on April 4, 2017.

Marla writes: *Thank you for the beautiful flower arrangement. Thank you for all your kindness during this extremely hard time.*



With her family surrounding her, Jennifer Dee Kegresse of Pasadena, Texas ascended into the arms of Our Lord and Savior, Jesus Christ on April 4, 2017. Jennifer fought bravely to have her son Zachary Lane Greer, born healthy on February 8, 2017 while fighting sarcoma-stage IV lung cancer. Jennifer was born on March 9, 1981 in Pasadena and was baptized and confirmed at Zion Lutheran church, Pasadena and attended school in Pasadena. Jennifer could be brutally honest yet had a good heart and a generous smile and was always willing to help her family and friends. She was the mother of beautiful children, Emily Grace Kegresse, Khloe Danielle Higgins, Allie Dee Greer, Zachary Lane Greer and four sons. Jennifer loved every one of her children and there was not a day that went by that she did not pray and think of her precious children. Her children were always in her heart. She will be watching over each of you as you grow into strong men and women.

Jennifer is preceded in death by father, Edward Lee Kegresse. She is survived by mother, Marla Kegresse; husband, Stephen Greer; sister Mandy Schild and husband Dan Schild; nephew, Marc Nelson, step-mother, Audrey Seawright; half-sister, Sarah Kegresse and 3 sons; uncle, Joe Tucker and wife Bertha Tucker; cousins, Jason Tucker, Joey Tucker and Kimberly Tucker; aunt Christi Tucker and many friends.

Our family would like to thank all the doctors and nurses at MD Anderson who cared so kindly and respectfully for Jennifer. A Memorial Service to celebrate Jennifer's life was held on Saturday, April 8, 2017.

It is not the length of life, but the depth of life.
—Ralph Waldo Emerson

It is with great sadness that I share with you the news that **Pam Linebarier** passed away Friday, May 5th. Just a couple of months prior, she was diagnosed with liver cancer that had spread to her lungs. Pam was employed with Watkins Associated Industries for over 36 years and retired last fall from her position as VP of HR & Legal Affairs. She is greatly missed by all who had the pleasure and honor of working with her.

— Jean Anne Dugger
Director of Human Resources
Highway Transport

Trucking Regulatory Update

provided by Eric Ely
Safety Training Supervisor
Joliet, IL

Eric Ely keeps Highway Transport updated on trucking safety and regulatory information. The following article (reprinted with permission from *Safety+Health*) provides insights about trucking industry trends.



Washington – Truck safety regulations requiring electronic logging devices, hair testing, speed limiters and other features could save lives and prevent injuries, the Trucking Alliance asserted in a recent letter sent to Secretary of Transportation Elaine Chao.

The alliance – which comprises “a select number of freight transportation carriers,” according to its website – is urging support for and industry-wide adoption of five safety regulations that have been implemented or proposed by the Federal Motor Carrier Safety Administration:

- Electronic logging devices: Beginning in December, FMCSA will require all interstate commercial trucks to use the devices in place of paper logbooks, which the agency claims can be manipulated.
- Hair testing: FMCSA is working on rulemaking that would allow hair testing as an acceptable alternative to urine testing for commercial drug testing requirements.
- Truck speed limiters: The Trucking Alliance seeks a maximum speed setting of 65 mph for CMVs; FMCSA has proposed a rule that CMVs must be equipped with technology that limits speed.
- Pre-employment screening: The Trucking Alliance claims a \$10 fee per pre-employment screening report is “cost-prohibitive to many motor carriers” and should be renegotiated by FMCSA.
- Minimum insurance requirement: Congress set the minimum insurance requirement at \$750,000 for motor carriers in 1980; the Trucking Alliance believes that minimum should be increased.

In the letter, the Trucking Alliance noted that 4,067 people were killed in crashes involving CMVs in 2015. Of those fatalities, 594 were CMV drivers. An additional 116,000 people were injured.

Personnel & Personal

Springtime Graduations & Scholarly Pursuits

As the saying goes in Tennessee, Highway Transport kids are getting “ed-u-ma-cated.”



Payroll Manager **Michelle Rayfield** and her family celebrated the high school graduation of Alexis. Michelle, her four children, and husband are pictured left to right: Michelle, Ethan, Haley, Alexis, Isaac and husband Ben. While attending Karns High School in Knoxville, TN, Alexis completed some college courses. She is planning to attend Austin Peay State University, which is located in Clarksville, Tennessee.



right: **Angel Kinsler** shared this heartwarming image of her son, Ethan, on Highway Transport’s Instagram. Ethan graduated from Jefferson County High School in Dandridge, Tennessee



Detention Specialist **Donna Kinsey** and her husband Joe are happy to report that their youngest son, Austin, graduated from Carter High School in Knoxville, Tennessee



Kenneth Dickey, General Service Manager in the Knoxville Shop, is proud to report that his granddaughter Sade continues to pursue her dancing studies in New York, NY. She will reside on the Fordham University campus. Thanks to fundraisers and generous contributions, Sade is participating in The Ailey® School 2017 Junior Division Summer Intensive to be held June 26 - July 28, 2017. Sade will be performing in dance repertory workshop pieces that culminate in a showcase highlighting their talent. These exciting performances are scheduled during the last few days of the *summer intensive* in The Ailey® CitiGroup Theater.

Later in the summer, Sade will begin modeling and is scheduled to appear in ads for **Kohl’s** Department Store.

The Trucking Alliance supports the **Road to Zero** initiative, launched in October 2016 by the National Safety Council, National Highway Traffic Safety Administration, FMCSA and Federal Highway Administration.

“Our industry cannot tolerate such tragic numbers every year,” the letter states. “The trucking industry must achieve safety performance levels that compare to the U.S. airline industry. There’s every reason to believe that these truck safety reforms and others to follow, along with new and emerging truck safety technologies, can meet the objectives of the **Road to Zero** campaign and fully eliminate large truck accidents. We urge your support for these worthy objectives.”



Daughter of Croydon Operations Supervisor **Deidre Lorenzavono-Bavonese**: 8th grade graduate Brionna Lorenzavono will be attending Pennsylvania’s first middle college high school program. As the first Middle College High School in Philadelphia, all scholars will take a blend of high school and college level courses (up to sixty-one college credits). Scholars will have the unique opportunity to earn a high school diploma and a Liberal Arts Associate’s Degree through Community College of Philadelphia. Deidre says, “I am beyond proud of her and this wonderful opportunity she has been blessed with. She was interviewed on our local news channel a few weeks back.”

January

Daniel Behrendt
Matthew S Bruer
Sandra S Burnette
Jose Collado
Edwin Diaz
Mark A Dickens
Ronald J Dunlap
Scott Ennen
Morad Farah
John R Hill
David S Horeis
Howard R Immenhort
Christopher T Jenkins
Alvin J Johnson Jr
Andrew J Johnson Sr
Glen E Keen
Marlon Kellyman
Derrick R Lane
Gary Dale McClanahan
Michael S Mitchell
Joshua Payne
Denis A Propin
Dexter D Ratliff
Francisco Rodriguez
Rosendo Rodriguez
James T Smith
Kevin R Steenken
Melton D Tennelle

February

Edward George Adair
Ernest Bell
Billy Cash
Steven Jason Cranfield
Terrance David
Peter Doheny
Larry Duncan
Roy Flores
Logan Gibson
Lydia Halda-Aliija
Willis G Haun
Beverly Henderson
Randall C Holland
Harry Miller
Howard Keith Mims
Theodore Scott Nussbaum
Richard Chad Parker
Thomas Ratliff
Edward M Regan Sr.
Daisy Rosales
Joseph R Ryan
Jerry L Simpson
Kerrie A Smith
John Spear, Jr.
James Earl Stone
Edward V Terry
Brian E Vinson
Lori Lynn Whiteman

March

Scott B Ahrens
Stanley Andreika
Douglas L Bishop
Stephen R Bochard
Martin R Brown
Kelvin A Chavez
Cody J Clarke
Mike Dailey
Kenneth Wayne Dickey
Wendy Lynn Drummer
Joseph Gainey
James Robert Gibbs
Arnulfo Gonzalez
Angel Kinsler
Derrick Landry
Lateshia Lane
Billy R Lewis
Billy R Lively
Terance Matthews
Jerome McCann

Jesse R McCulloch
Katrina J Never
Jerry Daniel Nicely
John Norwood
Barrington Peart
Harold Randolph
Bill Reagan
Samuel Sharp
Joseph A Stewart
Lonnie M Surgener
David A Weidner
Michael D Wynne

April

AJ Adams
Darren Angelo
Darrell L Artis
Patrick G Burnett
David C Campbell
David L Coleman
Antonio P Cruz
Joseph Stefan Davis
Rob Farmer
David Furtick
Sheree M Hamlin
William F Hodge
Andrew James Johnson
Michael S. Jones
Thomas Larson
Robert Maxwell
David M McLeod
Vincent Mesch
Christopher L Miller
James E Nicley
Elijah Nobles
David B Owens
Richard G Paden
Dennis W Pheifer
Shaleece Latwann Pillow
Steven Plank
Matthew H Powell III
Dennis Gerard Resetar
Asllan Rrapaj
Joshua Simpson
Jackie L Sledge
Michael A Stropp
Travis Vessel
Ronald W Welch
Demarco Woody
Jerry D Young

May

Peter J Ballard
Felbert Lynn Cagley
Shawn Milton Casey
Arcadia Clerk
Tedd Covington
Robert A Crist
David Lee Davidge
Wyatt E Dockery
Jean Anne Dugger
Paul Vander Garbett
George Patrick Graham
Wesley Hairell
Amar Harouz
Don Kite
Michael Krescanko
Robert Kubicek
Deandres Lanell-broadly
Logan D Laug
Brian Lee
Charles J Liverance, Jr.
Craig Jason Longenecker
Richard K Lusby
Carl Randall McLeod
Tyler A Mulligan
Richard Mullins
John Newell
Pengcheng Niu
Christy Y Paul
Brian B Reid

Jose R Reyna
Tony Ray Riggins
Jose Antonio Rivera
Michael Schabener
Morgan Schneider
Hank W Sweatman
Jama Trainer
Richard D Tuders
James Varnadoe
Doug W Vineyard
Katina Whittington
Anthony T Wilson
Michael Winslow

June

Fred Baker Jr.
Henry A Brown Jr.
Stephen Clayton
Dennis A Dailey
Floyd Elzie
Marshall A Franklin
Walter Gamble
Reynaldo Gonzalez
Elvin Haynes
Zulton J Henderson
Pamela Holt
Jonathan Blake Horton
Khalia Jackson
Thomas Joe Jones
Charles Milliner
Devon Mitchell
Ronnie Nelson
Michael J Orlicek
Louis E Palmer
Merly Pleasants
Edmund F Pollitt
Frank Lee Rawls
David A Rudan
Kenneth R Salmon
Kevin Soucy
Vernon B Staten
Daniel Talerico
Edward Taylor
Tammy Thompson
Edwin W Tice III
Robert Warner
Dennis E Williams
Jesse Yawn, Jr.

July

Moziah Bell
Michael J Blochowski
Walter Steven Burger
Louis Castillo
Harris L Chapman
Junius Collins
Peter Cordell
Robert Cueva
Norbert Dejesus
James D Eden
Larry P Edwards
Eric M Ely
Robert Fant
Thomas Michael Frain
John Franklin
Walter Frazier
Thomas Daniel Freeland
Steven J Graven
Lonnie Jennings
Clifford Jones
Donna JoAnn Kinsey
Kevin L Ligggett
Kyle Lukwinski
Scott W MacDonald
Aaron A Matthews
Tyler T Morgan
Thaddeus S Netherton
Paul N Noe
Kirk Paine
Dustin Perry
Michael P Riley Jr.

Rebecca Sanders
Timothy P Sheahan
Richard M Stiehl
William Stone
Mark Alan Stucky
Michael Stumps
Lydell Summerville
Charles Taylor, Jr.
Kenneth C Tyler
Mitchell E Ward
David L Williams
Jeffrey B Womble
Marco Zabala

August

Michael C Bigler
David M Breedlove
Charles Brooks
Randell Clark
Dustin Creech
Maureen Dennis-Wilbert
German J Esteve
David C Foux
Jodie B Graves
James R Hegland
Charles Hill
Darryl Eugene Hunter
Ricky Hutto
Andre L Jones
Napoleon Keller
James Anthony Kinney
Jesse J Kirk II
James M Kyle
Michael J Ligggett
Deidre'
Lorenziano-Bavonese
Tony Dale Marshall
James A McCue III
Michael Andre Monroe
Christina R Nolan
Russell Lawrence Osley
Mark Pearson
Richard Peterson
Michelle L Rayfield
Duane F Regnier
Chad Roberson
Kathleen E Rock
Felix P Salade
Douglas L Scales
Leonard D Steele Jr.
Gregory O Watkins
Barbara Whitehead
Robert Williams
Robin Wilson
Jonathan Yob
Kevin Yohe

September

Don R Anders
Kenneth I Barnett
Ronald C Booker
Ronald V Byrd
Sandra K Carr
Rosendo DeLaRosa
Anthony Early
Johnson Alex Eiler
Darla Lea Ferguson
Michael D Gilvin
Dennis Wayne Hanson
Edward B Heard Jr.
Daryl McClenton
Carlton Darcel McFarland
Sidney Murley
Christopher David Norris
Omar F Oshman
David E Parr
Rosario Pickens
Billy Ray Pickett Jr.
Robert Joseph Randall
Thomas Raper
James D Robich

Carlos Rodriguez
Kenneth P Sampson
Andrew J Schultz
Brenda G Skoda
Joseph Smith
Samuel Square
Gerald F Sullivan
Richard Paul Tallent Jr.
Scott Anthony Tugman
Mathew Alan Vanderburgh
Marco Velez-Alvarez
Bonifacio Victor

October

Adrian A Alanis
Robert R Begliutti
Justin K Black
Ronald James Brady
Ronnie L Bridges
Kevin R Cameron
Jason Cawood
Larry Choate
Richard D Collins
Mark S Daugherty
Elizabeth A Dick
Eric D Doyle
Julie Anne Duncan
Donald Alan Edwards
Timothy E Farmer
Kenneth A Ghea
Carol S Guinn
Michael Gene Hall
Jon Dudley Huggins
Steve D Kitts
Scott Lowder
Thomas Matsinger
Victor Eugene McCullum
Ralph Alan McFarland
John W McMillan
Jennifer A Myers
Linda Nelson
Michael C Overton
Matthew D Parker
John W Paschal
Brian Roberts
Wilhelm H Salewski
Walter Leahey Satterfield
Joseph M Sheldon
Russell Shockley
Mark Phillip Suarez
John T Troughton
Anthony Tucci
William Watkins
Lawrence Williams
Kelly Ray Wyatt

November

Lawrence Acosta
Damian Berrientes
Ashley Beasley
Gregory Boone
Eddie L Brown
Robert G Celia
Angela Corbett
Warren Daniel Davis
Daniel George Dufner
Donald Ray Elder
Christopher D Goodnight
Andrew Martin Green
Ronald Hagler
Barry A Hall
Todd Byron Helms

Marcus Hill
Ernest O Holloway
Joel Hubbard Jr.
Dale Hudson
Michael Edward Hunt
Michael D Martin
Daniel A McClain
Mark R McNabb
Mark R Meads
David P Meyers
Allen Millican
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 Stewart
Hunter C Stokely
Travis W Stoker
Jerry Roman Szmuc
Larry T Tinch
Brian Tindall
Andrew Weiler
Isaac Williams
Clarence L Woods
Delando Terrell Woody

December

Zane Bish
Wayne Andrew Bryan
Stanley J Champagne
Billy M Crawley
Thomas Foster
Drew L Gassett
Robert O Godsmark
Darel Gregory Huff
Clifford N Irons
Marla J Kegresse
Edwin Glen LaFour
Phillip Lindsey
Kenneth W Mahlman
Robert A Mallett
Jeremi Matczak
Hassan Njai
William Nordness
James K Partridge
Brent Earl Pavey
Joseph L Pence
Gerald A Pope Sr.
Joshua J Regnier
Gary Dean Richards
Felicia Tanner
Jackie Lynn Taylor
Bobby Terrazas
Jimmy Thacker
Peter E Vickery
Jamie Williams

Send changes or corrections:
communications@hytt.com

Company Store HyttStore.com

SHOP: Highway Transport's online store is your resource for shirts, hats, etc... This is a mobile friendly site. All items are warehoused and shipped from Coggins Promotional in Savannah, GA. See something you like? Place an order. At this time, there is no plan for Highway Transport to furnish apparel for employees. However, employees enjoy a substantial discount. Be sure to use the promotional code **HIGHWAYS30** when you check out. You will see the pricing go down during your checkout process.

Step 1 — visit the online store: HyttStore.com

Step 2 — Be sure to use the promotional code **HIGHWAYS30** when you check out. You will see the pricing go down during your checkout process.



Kerrie Smith and Pam celebrated the arrival of another grandbaby. On March 28, 2017, Pam's daughter Dax Wylder gave birth to a boy: 7 lbs 5 oz.



Beverly Henderson celebrated the arrival of her first grandson. Logan Neal Henderson was born May 23, 2017 weighing 8 lb. 13 oz. and 22" long. Parents are Daniel and Lauren Henderson. They live in Powder Springs, GA.

New on HyttDrivers.com



HyttDrivers.com

is the website for Highway Transport drivers with the new IMPROVEMENT ZONE containing helpful online forms to provide our driving fleet with the opportunity to submit honest opinions anonymously.



When is a bucket not a bucket?

When is a bucket not a bucket? When it is a safeguard against spills. When it is an extra safety measure put in place by industry experts who have been hauling specialty chemicals since 1948.

What you see in this image is so much more than a common everyday blue bucket. This is a special Highway Transport blue bucket in an uncommon, hard-to-find size...3½ gallon.



Fleet Director Larry Edwards says, "It fits under our pump connections, whereas the 5 gallon bucket will not. The buckets are carried on our tractors." Tanker drivers who use a standard 5-gallon bucket often find the size to be awkward. Using a standard 5-gallon bucket increases the likelihood of tilting the bucket. Tilting a bucket might possibly result in a spill. Highway Transport experts take every detail into consideration.

YEARS OF SERVICE

42 Years
Glen Keen

34 Years
Larry Edwards

31 Years
Billy Bishop
Barry Hall
Joe Pence

29 Years
Greg Watkins

28 Years
Howard Immenhort
James A McCue III
Andy Schultz

27 Years
Stefon Davis

25 Years
Billy Lively
Leonard Steele
Lonnie Surgener
Doug Vineyard

24 Years
Beverly Henderson
Bill Reagan

23 Years
Scott Ennen
Ernest Holloway
Christy Paul

22 Years
Kenny Barnett

21 Years
Don Anders
Bob Godsmark
Willis Haun
Don Kite
Rick Lusby
Michael Stropp
Lydell Summerville
Kelly Worsham

20 Years
Eric Frost
Dennis Williams

19 Years
Steven Jason Cranfield
Michael Liggett
James Nicley
Duane Regnier
Jerry Scearce
Jackie Taylor

18 Years
Chris Jenkins
Joe Sheldon

17 Years
Mitchel Ward

16 Years
Billy Crowley
Thomas Freeland
Walt Gamble
Carol Guinn
Steve Kitts
David Weidner

15 Years
Kenneth Dickey
Jerry Noland
Kathy Rock

14 Years
Larry Duncan
Reynaldo Gonzalez
Joel Hubbard
Darryl Hunter
Kevin Liggett



Billy Lively & Willis Haun in the Knoxville Shop. Photo by Kenneth Dickey who e-mails, "This is Billy & Willie overhauling a Hendrickson suspension system + pivot bushings & spacers + brake cam bushings, shoes & drums. May be the last pictures taken other than retirement pictures. Both looking at giving it up in a year or less.

Aaron Matthews
Jerry Nicely
Dennis Resetar
Wilhelm Salewski
Brian Vinson

13 Years
Wyatt Dockery
Bruce Frost
Robert Randalls
Dexter Ratliff
Walt Satterfield
Kenneth Tyler
Kelly Ray Wyatt

12 Years
Mark Dickens
Wyatt Dockery
Paul Garbett
Shaleece Pillow
Gary Richards
Kevin Steenken
Jerry Szmuc

11 Years
Eric Doyle
Kenneth Ghea
Daryl McClenton
Howard Keith Mims
Paul Noe
Denis Propin
Kevin Shawn Ray
Kerrie Smith
Mark Stucky

10 Years
Elizabeth Dick
Jason Longenecker
Scott Nussbaum
Jerry Powell
Brian Reid
Brenda Skoda
James Smith
David Williams

9 Years
Michael Blochowski
Martin Brown
David Coleman
Bethany Cooper
Floyd Elzie
Morad Farah
Jim Kinney
Ralph McFarland
David McLeod
Billy Morgan
Matt Powell
Kenneth Salmon
Theophilus Sample
Doug Scales
Gregory Sorah

Sam Stewart
Edwin Tice

8 Years
Ronald James Brady
Matt Bruer
Robert Crist
Tim Farmer
Dennis Hanson
Greg Huff
Andrew Johnson
Kenneth Mahlman
Robert Mallett
Michael Mitchell
John Paschal
David Rudan
Michael Stumps
Lori Lynn Whiteman

7 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
Michael Hunt
Donna Kinsey
Jesse Kirk
Victor McCullum
Mark McNabb
Michael Monroe
Michael Overton
David Owens
Billy Ray Pickett
Gerald Pope
Ed Regan
Josh Regnier
Tony Riggins
Todd Schrebe
Jackie Sledge
Mark Suarez
Richard Paul Tallent
Jonathon Yob

6 Years
Justin Black
Stephen Bochard
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
Norman Noel
Richard Chad Parker
Brent Earl Pavey
Jose Antonio Rivera
Melton Tennelle
Jeff Womble

5 Years
Eddie Brown
Ronald Byrd
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

4 Years
Lawrence Acosta
Scott Ahrens
Fred Baker
Ashley Beasley
Michael Bigler
Patrick Burnett
Eric Ely
Thomas Foster
Drew Gasset
Stanley Goodwin
Cliff Irons
Thomas Joe Jones
Derrick Lane
Jennifer Myers
Thaddeus Netherthon
Dennis Pfeifer
Thomas Rannala
Michael Riley
Carlos Rodriguez
Robert Starrett
Hunter Stokely
Edward Terry
Richard Tuders

3 Years
Allen Adams
Adrian Alanis
Damian Barrientes
Daniel Behrendt
Bobby Booth

Henry Brown
Wayne Andrew Bryan
Kevin Cameron
David Campbell
Sandy Carr
Robert Celia
Stanley Champagne
Cody Clarke
Antonio Cruz
Mark Daugherty
Rosendo DeLaRosa
Julie Anne Duncan
James Eden
Michael Gilvin
Arnulfo Gonzalez
Michael Hall
Edward Heard
John Hill
William Hodge
David Horeis
Jonathan Blake Horton
Jon Huggins
Napoleon Keller
Edwin Glen LaFour
Michael Lewis
James Liverance
Stephen Lusk
Tony Marshall
Jeremi Matczak
Linda Nelson
Trina Never
David Parr
Harold Randolph
Asllan Rrapaj
Joseph Ryan
Kenneth Sampson
Hank Sweatman
Larry Tinch
John Troughton
Myron Washington
Ronald Welch

2 Years
Darrell Artis
Doug Bishop
Louis Castillo
Harris Chapman
Junius Collins
Brian Crockett
Moussa Djabri
Wendy Drummer
Darla Lea Ferguson
Michael Fletcher
David Foux
Christopher Goodnight
George Patrick Graham
Jodie Graves
Andrew Martin Green
Lydia Halda-Alija
Zulton Henderson
Randall Holland
Dale Hudson
Alvin Johnson
Michael Jones
Marla Kegresse
Tyler Mulligan
Pengcheng Niu
Michael Orlice
Russell Lawrence Osley
Matthew Parker
Rosario Pickens
Edmund Pollitt
Frank Rawls
Jose Reyna
James Robich

Francisco Rodriguez
Daisy Rosales
Felix Salande
Vernon Staten
Joseph Stewart
Travis Stoker
James Earl Stone
Daniel Talerico
Mathew Vanderburgh
Peter Vickery
Anthony Wilson
Clarence Woods
Jerry Young

1 Year
Darren Angelo
Zane Bish
Gregory Boone
Walter Burger
Felbert Lynn Cagley
Shawn Milton Casey
Billy A. Cash
Kelvin A. Chavez
Jose D. Collado
Angela D. Corbett
Tedd Lee Covington
Dennis A. Dailey
Michael F. Dailey
David Lee Davidge
Norbert Dejesus
Derek Duane Duchamp
Jean Anne Dugger
German Esteva
Robert Anthony Farmer
Thomas Frain
John C Franklin
Sherman Keith Fugate
James Robert Gibbs
Logan Bryce Gibson
Wesley Lee Hairrell
Amar Harouz
Khalia Janay Jackson
Andrew Johnson
Billy R. Lewis
Philip Joseph Lindsey
Deirdre Lorenzno-Bavonese
Kyle Lukwinski
Michael D. Martin
Daniel A. McClain
Carlton Parcel McFarland
John W. McMillan
Andrew Moreno
Elijah Jeremie Nobles
Christina R. Nolan
William Joseph Nordness
Christopher David Norris
Barrington Carl Peart
Steven James Planck
Jose Quijada
Thomas L. Ratliff
Rebecca A. Sanders
Morgan Lindsay Schneider
Timothy P. Sheahan
Jerry Simpson
John Spear, Jr.
Samuel B. Square
Richard M. Stiehl
Brian R. Tindall
Jama N. Trainer
Scott Anthony Tugman
James Ryan Tyler Varnadoe
Bonifacio Victor
Robert Earl Warner
Andrew J. Weiler
Katina L. Whittington
Isaac A. Williams
Robert Earl Williams
Delando Terrell Woody
Michael D. Wynne
Marco Anthony Zabala

HOT Days of Highway Organizational Training

The most recent HOT class completed training —*ironically*—on the first day of summer, June 21, 2017.

Kathy Rock, who recently celebrated her 15th work anniversary at Highway Transport, said,

"This is good training. I learned a lot...especially about accounting and finance. People who have been with Highway a long time may come into this training with the perception that there is nothing more to learn. However, participants soon discover...there's always a lot of learning for every employee."



left to right:
 •Marla Kegresse, Operations Supervisor
 La Porte Service Center
 •David Owens, Maintenance Service
 Specialist, Knoxville Service Center

left to right:
 •Eric Ely, Safety Training Supervisor
 Joliet Service Center
 •Kathy Rock, Safety Compliance Clerk
 Highway Transport Corporate
 Baum Drive, Knoxville, TN

•Marshall Franklin, President & CFO

•Greg Watkins, Vice Chairman

•Kenneth Dickey
 General Services Manager
 Knoxville Shop

•Larry Choate
 La Porte Service Center Manager

left to right:

• Kyle Lukwinski
 Joliet Service Center Manager

• Stanley Champagne
 Geismar Service Center Manager

• Aaron Matthews
 Accounts Receivable
 & Collections Manager
 Highway Transport Corporate

• Sheree Hamlin
 HR Generalist
 Highway Transport Corporate

• Mike Dailey
 Croydon Service Center
 Manager



Eric Frost continued...

road. The impression they give is everything. I try to stay positive because when you have a reputation like Highway Transport, you need to keep encouragement going. We maintain positivity. I try to give that same positive feeling and encouragement to other employees even when they are having a bad day. I say this:

1. You've got to have a job.
2. Is it so bad to be dedicated to a job?

It starts with that decision.

I do have some favorite drivers. Currently with us still there's a few characters: Dale runs his mouth...in the good way. Ernest Holloway I've known for a long time. I have seen a bunch of drivers come and go. I love cutting up with every one of them when I get a chance.

I remember 'em by face. Deonte, a contractor, he came back to us, and I'm glad.

Me and Larry Edwards for years we'd see one another and say, "You're still here?" We are back and forth with little things like that.

Larry tried to pull one over on me with the Rolex watch. Larry said, "Greg what did you do with the watch?"

Coworkers here are good to joke with. Recently, I took a shipping label and attached it one of our mechanic's toolboxes to make it look like his toolbox was being packed up and shipped to another terminal. We joke, but we don't get too out of hand.

Remodeling projects here in La Porte have been great. The coffee machine, the microwave. We've had a facelift to the asphalt. There

were some holes in the asphalt caused by heavy loads. It is difficult to stay ahead of potholes. This place was dirt and rock when I first began working here. Our safety has changed through the years... big time. In the beginning, it was nowhere near as safe as it is now. Things are so much safer now than in the early days. We take great pride in our safety measures, whether it is on this site or looking out for water treatment for the city.

There is one inspection where we have to test the dome lid to the vessel. We wanted to figure out a safer method for this test, so I constructed an electrical hoist for the dome lids. I had a good feeling about this invention. Here's what happened...Exxon was here at La Porte, and they see the dome lid hoist and procedure. It made us look good in front of Exxon.

It does no good to talk about negative stuff. You have to stay focused and positive. Here are three sayings I go by:

"You only get out of life what you put in."

"It's not who you are, it's what you do that defines us."

"We will not be remembered by what we bought or what we drove."

Eric and his wife live near the La Porte Service Center. They enjoy visits to Eric's hometown Boguchitta, Mississippi...pronounced BOGUE-CHITTO... where Eric's mother's home is located. Eric says of the homeplace, "My heart is in that house."





Use this hashtag when posting your bike images on Instagram

→ #HTBiker

right: Greg Watkins
2016 Indian
Darkhorse



Chattanooga Driver Joe Ryan
1980 Harley FLH Shovelhead



Joey Kirk (Customer Service in La Porte, TX) sent this image of his bike. It is a 2009 Harley Davidson Road King, Police Edition.



David Owens, Maintenance Service Specialist
Knoxville Service Center, 2008 Harley Davidson Heritage Softtail



above: Greg Watkins and wife Kim
2015 Indian Roadmaster

From Rigs to Hogs

It's no secret that Highway Transport drivers love to hit the road daily in their truck. But, outside the routine of driving the big rig it seems there is a common passion for hitting the road on their motorcycles. Let's face it, our fleet has great taste in hobbies outside of the work-day, riding a motorcycle is super fun and a freeing way to compliment their experience on the road.

Motorcycles provide our fleet a way to let their hair down and experience the road in a different way from the daily drive on a truck. The Highway Transport fleet takes great pride in their bikes and is quite the hobby outside of work. Many employees like

- Joey Kirk (Customer Service in La Porte, TX),
- David Owens (Maintenance Service Specialist in Knoxville, TN)
- Joe Ryan (Driver in Chattanooga, TN)

share a passion for the road on their motorcycle. Riding a motorcycle is one of the joys of life. It gives riders a purpose, satisfaction and pleasure that inspires them to learn new skills, make new friends and live a more fulfilled life.

Many ride as a source of what they call "therapy" making them feel energized and happy. Riding a motorcycle has a way to release endorphins that can boost your mood and improve an outlook. By the way, it's so much fun. It's just you and the open road. It's a great way to clear your head and just enjoy the ride, allowing you to take your mind off any stresses in life. In addition, motorcycles offer a

great community of other experienced riders who join together at events like "Bike Night" gatherings, which can develop great relationships with fellow bikers in your area.

It's no wonder why so many Highway Transport locations are filled with motorcycles outside in the employee parking lot. So, what are you waiting for? Get out there and start enjoying the freedom, adventure and friendships that this hobby has to offer.



[pinterest.com/highwaytransport/](https://www.pinterest.com/highwaytransport/)

Check out Highway's Pinterest Board entitled "Motorcycles"



[instagram.com/hyttdrivers](https://www.instagram.com/hyttdrivers)

Share your bike pic on Highway's Instagram. Use the hashtag #HTBiker

Do you have a motorcycle that you would like to share? If you drive a motorcycle and are part of the Highway Transport fleet, feel free to share your passion for the road from rig to hog. Please send us a picture of you on your bike to and be part of our upcoming posts on social media and future newsletter articles. Provide picture, year, make, how long you've been with Highway Transport, job position and your name to communications@hytt.com. Share your image on Instagram with the hashtag #HTBiker.

Safety Focused. Quality Driven. Highway Transport has an industry-wide reputation for safe driving. Whether operating a 65-foot chemical tanker or venturing out on a weekend bike trip, Highway Transport drivers are the top driving talent in the country.





HIGHWAY TRANSPORT

6420 Baum Drive
Knoxville, TN 37919



There are plenty of benefits for Highway Transport to have its own YouTube channel. It gets our stuff out there! It is just one small way we grow our Highway Transport community. Look to Highway's YouTube Channel for instructional videos.

What's the latest item on our channel?

Historic footage. Discover scenes from over 20 years ago when Watkins founding family members discuss values that have shaped the company since its founding in 1948.



B2B Business to Business Communications:

- Highway Transport meets weekly for advice on how to recruit drivers.
- With the help of Trish Groves Agency, Highway Transport strategically plans the best method to reach out and recruit drivers.
- photo by Andy Schultz: Angela Corbett, Bob Godsmark, Greg Watkins, Trish Groves.



Look for Highway Transport in the June 2017 issue of *Bulk Transporter* magazine.



Look for Highway Transport to appear in an upcoming issue of *Tennessee Business Insider* the official magazine of the Tennessee Chamber of Commerce.



Highway Transport appeared on the cover of *National Truckin' Magazine* May 2017 issue



REMINDER: Terminals are now referred to as to Service Centers.
Terminal Managers are now referred to as Service Center Managers.
—Greg Watkins
Vice Chairman of Highway Transport