



HIGHWAY TRANSPORT

linking all employees and contractors



Cookout scene from Highway Transport Joliet during National Truck Driver Appreciation Week, left: Aaron Wilkerson, right: Harold Randolph | photo by Maureen Dennis-Wilbert

National Truck Driver Appreciation Week

September 10 - 16, 2017 — This is Highway Transport's favorite week of the year when we celebrate the professional drivers in our fleet! Here's a rundown of scenes from service center locations nationwide.

Highway Transport celebrates the millions of professional truck drivers who work to deliver America's freight safely and securely every day.

"They are everyday heroes with the deepest commitment to protecting others. Plus, our drivers really shine...literally and figuratively," says Marshall Franklin, President & CFO

"Our driving fleet is eye-popping. We have one of the shiniest and most well-maintained truck fleets on the road. Our shops are staffed with top mechanics and tank wash professionals."



photo by Hunter Stokely

"This is definitely not your average trucking job," adds Greg Watkins, Highway Transport Vice Chairman "Highway Transport drivers have an understanding of chemicals and tanker units."

During National Truck Driver Appreciation Week, Highway Transport hosted cookouts at all locations. Drivers received Orca drinkware.

There are more than 3.5 million professional truck drivers nationwide. These professional men and women log close to 724 billion miles annually. Last year, they delivered nearly 70% of U.S. freight tonnage – or 10.55 billion tons. 80 percent of U.S. communities depend solely on the trucking industry for their goods and commodities.

Professional truck drivers keep this country moving forward.










photo by Todd Helms, right to left: rough texture for drivers and shop, stainless for operations personnel, white for sales

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@httlogistics.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

National Truck Driver Appreciation Week

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Highway Transport asks everyone to honor this special week by recognizing the significant contributions of professional truck drivers. The efficiency and safety that these drivers guarantee allow businesses and American citizens to confidently ship goods across state lines and to every corner of the country.

Highway Transport wants to especially thank the 300+ professional truck drivers in our driving fleet. To learn more about how essential

truck drivers are to their communities and the economy, visit www.ntdaw.org.

With an intense culture of safety and a 69-year legacy, Highway Transport is currently moving into the Pittsburgh, PA and Cincinnati, OH markets with an eye on recruiting top talent.

"The skills of our chemical tanker drivers make Highway Transport drivers stand out among drivers in the trucking industry," adds Marshall.

Joliet Service Center

photos by Maureen Dennis-Wilbert



Knoxville Service Center





Florence Service Center



La Porte Service Center



Chattanooga Service Center



posted on Facebook by Todd Cawood

Driver Safety Awards



Highway Transport drivers are scheduled to receive special training as Truckers Against Trafficking (TAT). TAT is a 501(c)3 non profit organization that exists to educate, equip, empower and mobilize the trucking industry to combat human trafficking as part of their regular jobs.



James Robich

James Robich, System Driver out of Chattanooga. Received his 1ST year belt buckle and 2nd year Letterman Jacket.



Phil Pepper, Owner Operator Retired

Phil Pepper, System Driver out of Knoxville received his 10TH, 11TH and 12TH Safety awards.

10TH = belt buckle
11TH & 12TH = diamonds (put into earrings)



photo by Maureen Dennis-Wilbert

Mark Meads, Joliet Regional Driver, received his 2nd year award, letterman jacket



Rick Lusby

I am excited to announce that Rick Lusby has accepted the Vice President of Safety and Quality position. Rick has held various operations positions in his 21 years at Highway, most recently serving as Director of Tank Cleaning and Facilities. Rick has a strong work ethic and he enjoys making everyone around him better. His attention and appreciation for all of our processes will continue to provide us with the best safety group in our industry. He will work with Scott over the next two months to transition into the role as we head into 2018.

*Marshall Franklin, CPA
President & Chief Financial Officer*



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

Out with the Stripes In with the Blue

Highway Transport continues the transition to new driver uniforms. Driver 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 branding and color formulas.

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

Goodyear: *WATKINS*

Tire Purchase Program

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

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

Highway Organizational Training



Bottom Row Left to Right: Sha'Leece Pillow BASF Dedicated Operations Manager, Chattanooga; Donna Kinsey, Payroll ; Merly Pleasants, Equipment Planning Manager, La Porte ; Darren Angelo, Sales, Geismar ; Katina Whittington, Customer Service Manager, La Porte

Above is the third group to complete H.O.T. Training. Greg Watkins, Highway Transport Vice Chairman, photobombs company scenes on a regular basis. He was at it again in the latest H.O.T. Training session.

Coming together—as a company—to gain a better understanding of who does what is very important, especially when our company is spread out across the United States at 11 different service centers.” says Dugger. “Plus, everyone enjoys the concluding day when Greg Watkins shares company history with the group.”

Highway Transport holds 3-day professional development seminars entitled H.O.T. Training to strengthen the company for long-term success. Employees from Highway Transport locations nationwide visit headquarters in Knoxville, Tennessee. H.O.T. is an acronym for Highway Organizational Training. The next H.O.T. Training sessions are scheduled to take place on the following dates:

- ▶ December 3 - 6, 2017
- ▶ January 14 - 17, 2018



Bottom Row Left to Right: Daryl McClenton, Dispatch Supervisor, La Porte; Wyatt Dockery, Operations Supervisor, Knoxville ; Pamela Holt, Payroll ; Maureen Dennis-Wilbert, Customer Service Supervisor, Joliet

Women Drivers of Highway Transport by Glenneth Reed, Director of Internet Marketing at FirstView Online



photo by Kevin Yohe, Operations Supervisor, Highway Transport Croydon

There has never been a better time for women to choose a career as a truck driver. Most trucking companies are actively seeking qualified candidates. Salaries and benefits are better than ever. However, if you are a woman seeking a trucking job, you might not know anyone personally to talk to about their experience.

We wanted to share some thoughts with you from our female truck drivers. Read below to find out what they like best about their job, how they find a work/life balance, and more.

What do you like most about your job as a truck driver?

Both the adventure of not knowing and the traveling is why I enjoy it so much. It's a spontaneous lifestyle. You have a sort of freedom and you learn how to harness it as well as the independence this career brings to the table. – *Darla*

Traveling to new places and seeing new things. – *Katrina*

I enjoy being on the road and traveling to new locations. Being on the road I travel to states I would not normally visit. It's exciting. – *LaShey*

What is the most challenging aspect of your job?

It's tough working in any industry that is dominantly male. Prejudgments are made of course being a woman. Are we strong enough, can we handle the truck, is the emotional aspect of being a woman going to get in the way of our decisions? Will we get paid less for our performance. Do I have to work harder to prove I'm entitled to this position? These questions are what makes the job challenging for most women. At the beginning, it was for me as well. If you find a good company, however, all these things dissipate. The job becomes a part of you and the people around you become friends and family. – *Darla*

Safety. There are a lot of distracted drivers we share the highway with. – *Katrina*

Being a female driver is challenging it is hard to be away from your family. Sometimes the days are long and you don't come home for days. – *LaShey*

What advice would you give to another woman looking to make truck driving her career?

I would express the opportunity this career brings to the table. The financial freedom is a big one! This career opens doors in many places, therefore networking is a breeze. You can make your own schedule for the most part, allowing you to get that family time in. Although this job can be dangerous, there is no gain without risk, so go for it! – *Darla*

That is it... challenging but worth it. You have to enjoy driving, love what you do, and have a passion for it. You have to have respect for the truck; it is nothing like driving a car. You have to be safe not only for you, but for the company, your family, and other drivers on the road. – *LaShey*

Why is now a great time for women to choose truck driving as a career?

Truck driving has really changed over the last few years. Companies have incorporated automatics, which makes driving more safe and simple. I haven't experienced any animosity from any driver on the road and they seem excited that more women are rolling up their sleeves and choosing to come into the industry. It's inspiring I feel to other women who may not have the courage to yet try this career out. – *Darla*

Being a professional drive is a very unique career that has a lifestyle all its own. – *Katrina*

Right now the industry doesn't have a lot of female drivers. Trucking is not just a job for men it is a job for anyone who has a desire to drive and have a great career. – *LaShey*

How do you maintain a work/life balance?

Being upbeat, patient, and willing to communicate is the key when in trucking! A positive mental attitude towards co-workers goes a long way. It helps to form patience and tolerance. You work with a very diverse community who have their own opinions so be open to learning and sharing the road. Communicate to your dispatcher, your manager, your family, your



photo by AJ Adams, Service Center Manager, Highway Transport Freepoint

friends. This is what you do and throw yourself into it! Understand sacrifices will have to be made before taking this job. Make plans, workout schedules with everyone you love and make sure you tell them how important their support is to you. A T-shirt from another place and time never hurts to pass along with a smile either. – *Darla*

Prioritising, Faith, family and work. – *Katrina*

You have to plan and make time for your family. Work is essential but family is important. Finding the right trucking family who understands that family and work are both vital makes all the difference. I have found my work/life balance here at Highway Transport. – *LaShey*

Anything else you want to share...

No matter the gender it takes a certain type of person who cares enough to be in that seat, taking the good with the bad. Driving the long hours that are needed to get from one place to the next. We work at the most dangerous place in America, the highway. In spite of it all I have never loved doing anything more. Im a woman, and no career I could have chosen for myself would have fit me more perfect. – *Darla*

I believe Ronny Milsap's song sums up driving pretty well. I'm a prisoner of the highway imprisoned by the freedom of the road – *Katrina*

f Highway Spouses

Are you the spouse of a Highway Transport employee?

Join the Facebook group "Highway Spouses." Check out this fun image of AJ Adams' wife (right) from one of their exciting fishing trips! Share scenes of family life. Administrator of the group is Ashley, wife of Marshall Franklin.



Shop Safety Bonus

The images were submitted by Doug Vineyard, Knoxville Service Center Manager. These images represent the shifts at Knoxville who recently received bonus checks. Service Center Managers, Submit your images to: communications@hyttlogistics.com



Knoxville Shop

left to right: Walt Satterfield, lead mechanic; Thomas Tinch, mechanic; Andrew Green, mechanic; Logan Gibson, mechanic; David Breedlove, mechanic; Glen Keen, lead mechanic

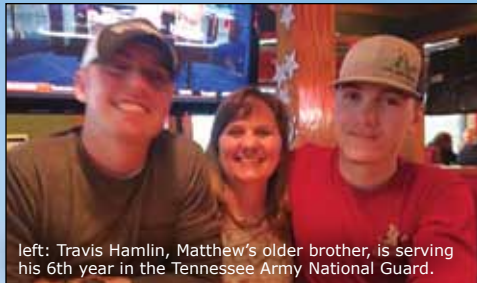


Knoxville Tank Wash

left to right: Derrick Lane, tank cleaner; John McMillan, tank cleaner; Hunter Stokey, lead tank cleaner

Service Center Managers, Submit your images to: communications@hyttlogistics.com

"Shop safety requires every bit as much attention as on-the-road safety. Many people do not realize that one of the most important functions of our safety program relates to the bottom line of this company. How well we do as a business is directly correlated with shop safety," says Doug Vineyard, "The bonus program saves money overall and helps us in other areas like driver retention. Drivers appreciate the efficiency and quality of our shops."



left: Travis Hamlin, Matthew's older brother, is serving his 6th year in the Tennessee Army National Guard.



Matt Enters Basic Training

"The hardest thing was not being able to talk to him," says Sheree Hamlin of her son Matt who completed his initial Marine Corps training at Parris Island, SC. Sheree visited the base for Matt's graduation. Sheree's son is now Matthew F Hamlin, PFC (Meritoriously). Sheree shares the following about her and Matt's journey as a military family:

- When they go through the gate they are told to put their heads down, so they can't see how to get in and out.
- There were 2 platoons of females graduating.
- There were 4 platoons of males, and each platoon had 70 recruits.
- The base is nice. It is huge. You can see the soldiers out doing their physical training.
- The Marines held a family day.
- At 7 am on the base, the soldiers go running down the street.
- Matt left on May 1 and was "non-verbal" until July 28. The only communication is letters.
- Once arrived, they are taken into a hallway, and recruits line up and down the hallway in these phone booth areas. There is a script taped to the wall. They are allowed to call their family and say the following:
-This is recruit _____
-I have arrived safely at Parris Island.
-Do not send any large packages.
Then they hang up. A drill sergeant is standing near to make sure they do not go off script.

During our visit the week of Matt's Graduation

- There was a family briefing in the all-weather facility.
- On Sunday, they had 4 hours of liberty to walk around base or go get lunch.
- There is a very large Marine Museum which is fantastic, then there's the MCX – Marine Corps Exchange—where they can go shopping and get items tax free.
- Matt is the squad leader.
- He received the 285 Certificate of Excellence because he scored 290 points on the physical fitness test.
- It amazed me how intense everything is.
- He went through a period of time known as CRUCIBLE where they spend 56 hours in the field and they only get 4 hours of sleep.
- Matthew was home for a while in August and reported back on August 22nd.
- He will be infantry.
- Next, he goes to Camp Geiger Infantry training.
- The Marines really treated our family well. They do Facebook pages for the families, so you can see Matthew doing various exercises.
- He lost 10 lbs while he was there.

Family & Travel Notes

Zoiey, Matthew's niece, grabbed onto "Unkie Matt" and said "I'm not letting go."

It takes 7 hours from here in Tennessee. Matt was in Beaufort, SC. Graduation ceremony was 9:00 – 10:00 am, and the Marine Corps band was wonderful.

Amazing Kids of Highway:

Kenny's Granddaughter Sade

Many thanks to Kenneth Dickey "Kenny" in the Knoxville Shop who regularly sends updates on the progress of his oldest granddaughter, Sade.

*Submitted by Kenneth Dickey,
General Service Manager, Knoxville Shop*

Another step forward for my oldest grandchild. Below is a letter from Francisco Gella of the Prepro Dancer Institute

Dear Sade,
As a dancer pursuing big dreams, you are one of a small number of talented dancers invited to participate in an exclusive four-day institute designed to prepare you for your future, and challenge you to artistic and personal excellence. And you are an even smaller number of dancers who have been awarded a twenty-five percent scholarship! CONGRATULATIONS!

My team of faculty and myself who reviewed applications had some very difficult decisions to make. We received applications from many qualified applicants from all over North America. We are very confident that the diverse cohort we have selected – of which you are one – will set a high standard of excellence in and out of the studio during our four days together.

Prepro Dancer Institute
(Francisco Gella)
Below: Sade's Instagram post about her experiences with Francisco Gella of the Prepro Dancer Institute



Linda's Granddaughter



Linda Nelson's granddaughter Jessie was chosen in worldwide model search and was named the "Face of Little Emerald."

Little Emerald is a luxury children clothing line made in Italy. Each piece is hand made with renaissance lace and is nothing short of exquisite. "This has been such a fun experience for her," says Linda.

Jessie is also scheduled to appear in the December 2017 issue of *Glamour* magazine.



Patriot Day

Submitted by Sheree Hamlin

September 11, 2001, was etched into America's memory when two hijacked civilian aircrafts crashed into the towers of the World Trade Center in New York City. A third hijacked aircraft crashed into the Pentagon outside Washington, D.C. and a fourth hijacked aircraft crashed in southwestern Pennsylvania after passengers tried to take control of the aircraft. Thousands of innocent people lost their lives in this tragedy.

Patriot Day was signed into law on December 18, 2001 and is observed on September 11th of each year. Patriot Day is a day to remember those who lost their lives in the terrorist attacks on our country and to extend our thoughts and prayers to their families, and honor the heroic, courageous men and women in uniform who risked and sacrificed their lives so others might survive.

On Patriot Day, Americans should fly their flags at half-staff and observe a moment of silence to honor those individuals who lost their lives as a result of the terrorist attacks.

RE: Evonik, Emergency Loads
for Sherwin Williams

Good Evening, I don't know how you guys managed to pull this off but THANK YOU for saving our bacon. We are thankful to have you as a partner.

Best Regards, Manager,
Logistics Strategy and Services
Evonik Performance Materials / Americas / Methacrylates
Supply Chain & Business Services

Retirement

Bob Godsmark



A big group celebrated to kickoff the next chapter of Bob Godsmark's adventure... retirement! Bob's immediate circle of friends celebrated nearby at Calhoun's on Bearden Hill in Knoxville, Tennessee. Then a cake and ice cream reception was held at Highway Transport Knoxville service center.

Bob is praised for growing Highway Transport's recruiting Department into what it is today... an elite fleet of professional tanker truck drivers who are second to none. Everyone at

Highway Transport loves Bob's smiling face and positive attitude. He's also a health nut. Everyone at work has always noticed his snacking habits...crunching on carrots and eating oatmeal. If we could all strive to be like Bob. He is already greatly missed.



Scott Ennen



above: a scene from October 5, 2017 Dow Carrier Conference in Midland, MI. Scott was presented with the Silver Safety Award.



from the archives: a polaroid image of Scott Ennen presenting J Byrd with the 3rd Year Safety Award

It is with mixed emotions that I announce that Scott Ennen, Vice President of Safety, will be retiring at the end of the year. Scott has been at Highway 23 years. His knowledge, experience and expertise has helped Highway safely grow during his tenure. Please join me in congratulating Scott and wishing him the very best during his retirement. Thank you, Scott!

*Marshall Franklin, CPA
President & Chief Financial Officer*

Edward Regan



Closing another chapter in the Saga of Edward Regan with my Retirement from Highway. One that I thought would be smooth and uneventful turned into a week of drama and chaos for not only me but all of the personnel in the Gulf area. First, Harvey lands and wreaks havoc on the Gulf area, and then I get appendicitis, a childhood affliction, and wind up in the hospital. That hospital is surrounded with water, and they evacuate me to another hospital. I am foregoing the details of the transfer. After all is said and done, my experience does not measure up to the experiences and miseries of many in Houston. As the sun sets in the west and I ride out of sight, remember, we will meet again, and to all of you thank you for the experiences with Highway and good luck in the future.

Edward M. Regan, Sr.

Highway Transport Logistics, Regional Sales Manager-Gulf

Linda Nelson



above: a Christmas season scene of Linda from December 2016 with poinsettias Dan Dufner sends to Highway Transport's Corporate location.

 Linda McNeely Nelson

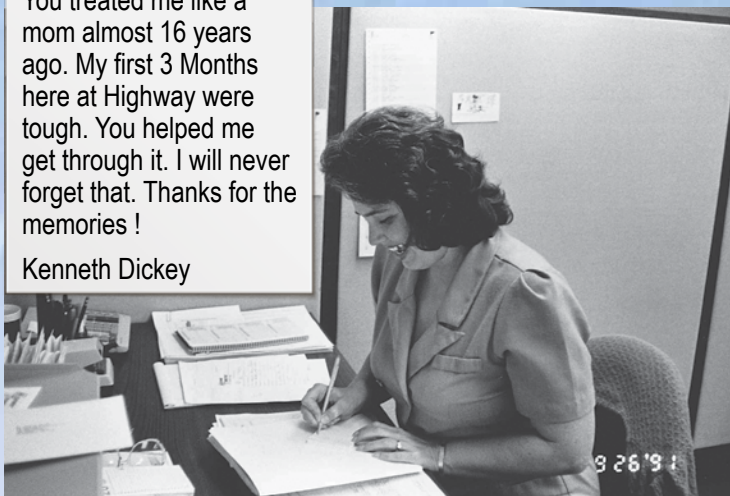
Linda Nelson has worked at Highway Transport for over 39 years, retiring from full time duties in 2013 as Greg Watkin's Administrative Assistant. She came back aboard the next year to assist Greg as well as other departments part time.

Linda decided her re-retirement effective October 10, 2017. We appreciate her service, support, and loyalty during her career. She will be missed. Please join me in wishing Linda the absolute best!

Marshall Franklin

Linda ,
You treated me like a mom almost 16 years ago. My first 3 Months here at Highway were tough. You helped me get through it. I will never forget that. Thanks for the memories !

Kenneth Dickey



Discover more about this group of industry professionals committed to reducing hazards faced by workers on and around cargo tank when you visit www.cargotanksafety.org

Larry Edwards, Fleet Director at Highway Transport, has been involved in the tank truck industry his entire adult life. He is now lending his expertise to The Cargo Tank Risk Management Committee. CTRMC once again joined forces with NTTC's Tank Truck Week in New Orleans. Larry is on the steering committee. The group's focus is to keep the tanker trucking industry safe and up-to-date on crucial tanker safety topics:

- efforts to eliminate workers from going on top of tank trailers
- listening to safety concerns from a panel of tank truck drivers
- the latest OSHA rulings

At Highway Transport, continuous improvement is always under way to significantly reduce the need for drivers and workers to go on top of tank trailers.

Larry Edwards' vast array of tanker trucking experience began at Allied Chemical unloading liquid fertilizer from barges on the Ohio River into storage tanks and then into tank trucks. He next started maintenance and tank cleaning operations at Strothman Tank Lines in Cincinnati, Ohio leading into operations, permitting and compliance. In the early 1980's he co-founded Shippers Bulk Service in Florence, Kentucky as Chief Operating Officer. In the late 1990's Highway Transport purchased Shippers Bulk Service. Larry has handled numerous roles at Highway Transport including Business Development Manager, Director of Maintenance, Tank Cleaning, and Environmental Compliance, and his current position as Fleet Director. He is responsible for specifying and purchasing tractors, tank trailers, product transfer equipment, and shop related equipment. Larry is responsible for product approval based on equipment specifications prior to transporting. He also manages the Maintenance Department that oversees the company shops and outsourced maintenance activity. Larry and his wife reside in Knoxville, TN, and his adult children and grandchildren live in Northern Kentucky and Cincinnati.

Larry Edwards and Rick Lusby attended National Tank Truck Week in New Orleans October 10 – 12. Larry and Rick had the pleasure of attending a phenomenal presentation by Mark Eaton entitled, "The Four Commitments of a Winning Team." Mark is a retired NBA star who spent 12 years with the Utah Jazz. To this day he holds the record of most blocked shots in a season (456).



Larry Edwards & Mark Eaton



Rick Lusby & Mark Eaton

Hurricane Harvey



This scene was captured in Pearland, TX by AJ Adams who stayed with friends in Pearland during the worst days of Hurricane Harvey.

September 6, 2017— Employees at Highway Transport locations nationwide donated vacation days to colleagues at Highway Transport locations in La Porte, Texas and Freeport, Texas

In the midst of Hurricane Harvey, Marshall Franklin, CFO of Highway Transport, created a leave donation program to assist employees who work at two of Highway Transport's Texas locations directly impacted by Hurricane Harvey. Flooding continued for days, and employees needed workplace weather disaster relief... relief in the form of income.

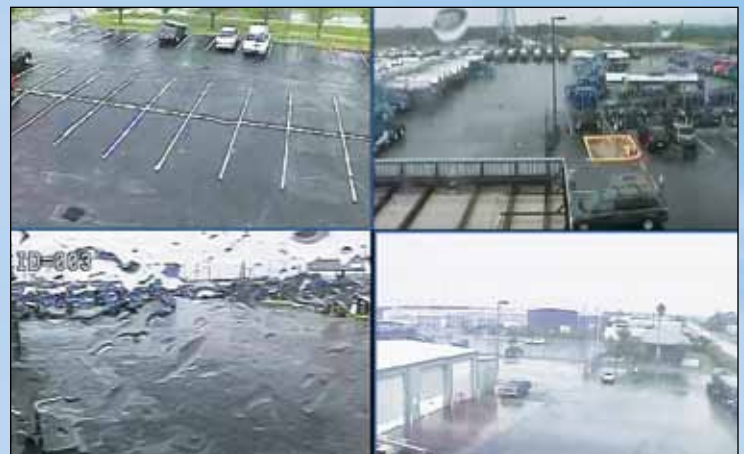
Because of the donation, employees working and living near Highway Transport LaPorte and Highway Transport Freeport were able to rest in the assurance of receiving wages for days missed during the most intense phase of the storm.

During Hurricane Harvey, Marshall issued this statement: "Hopefully, our locations in LaPorte and Freeport will be open soon, but the top concern is for human life. We want everyone to return to Highway Transport LaPorte and Highway Transport Freeport safely. As colleagues and friends, we want to do everything we can to help one another. Here at corporate headquarters in Knoxville, Tennessee, we've been receiving reports of employees who have lost homes and vehicles and property. Marla in LaPorte lost her car. The list of loss and destruction goes on and on. Everyone at all Highway Transport locations has been very worried about coworkers who live and work in the communities near Houston."

Tropical Storm Harvey shifted back out into the Gulf of Mexico then came ashore one final time. The destructive storm ambled slowly over Houston then eastward at a pace of 3 to 5 miles per hour...basically, the speed of someone who is strolling. The slow



Facebook image of La Porte Service Center when the rains began. Posted by Tami Luce Martin who added "Raining its butt off at hubby's work"



Security camera footage of La Porte Service Center. The IT Department at corporate headquarters in Knoxville, TN monitors La Porte TX and Freeport TX service centers.

pace of the system elevated rain levels beyond all expectations.

In the aftermath, water levels continued to rise in many Houston neighborhoods. Highway Transport LaPorte and Highway Transport Freeport security camera images were encouraging, but these facilities were officially closed for a few days. This was not the time for Highway Transport employees to attempt to maneuver around dangerous flood conditions. The official word from HR Director Jean Anne Dugger was, "Please take care. Your safety and well-being are most important."

REMINDER: It is against Texas law to drive around barricades at flooded roads.

Highway Transport received the following update from LaPorte Service Center Manager Colin Bailey

"My wife and I woke up to the water coming up to our second-floor apartment. So, we had to evacuate by boat, was a boat similar to what the NAVY Seals use, to a local church, but now we are trying to get to my son's house in Spring. The rest of my operations team as well as many of our drivers can't get in to the service center. We are all safe but it may be well in to the weekend before we return to the service center. On behalf of my drivers, operations, and shop/tank wash team your support and help is appreciated. We are truly a family."

Thank You for Your Donation



Marshall Franklin pictured with his 4 children. Marshall and wife Ashley have triplet daughters and a 1-year-old son. Marshall is Highway Transport's President of Operations and Chief Financial Officer

Highway Transport's own Christina Nolan shared the following

For Texas HTC employees and their families:

I lost everything in a tornado 12 years ago this November. Even though it wasn't a flood, I know how devastating it can be to lose your home. I know this is a very stressful and painful time. I'm proud to be a part of the Highway family and that they have given us the opportunity to show our support by donating our vacation days to you. As grateful as I am to have the opportunity to help, I wish I could do more. My prayers are with you all for the strength to overcome the challenges you are facing."



#HurricaneHarvey image submitted by Barry Hall This picture shows former driver Anton Brzovskis being rescued from the floodwaters in the aftermath of Hurricane Harvey. Anton resides in Deer Park, and as you can see, he takes pride in wearing his Highway uniform shirt after all these years, which was around 20 years ago when he retired.



Highway Transport employee vacation donation provided 211 days of paid time off for Highway Transport employees who were out of work due to Hurricane Harvey! Thank you to all Highway Transport employees who assisted during Hurricane Harvey!

Sentiments from the online vacation donation form...

"Wish I could do more."

"Our prayers and thoughts are with you... hang in there and stay safe..."

"I am happy to help and I wish I could do more. Thank you for being so good to me."

"I wish that I was able to give physical help toward relief."

"Donating 2 days. This was a good idea on how to help those in need. It's not just our fellow drivers but, whose lives they touch. Thank You. "

"Wish I could do more, but really glad that we work for such a family oriented company that does stuff like this for their employees."

"Please use this one vacation day to help our friends in La Porte and Freeport, Texas"

"We don't even know how strong we are until we are forced to bring that hidden strength forward. In times of tragedy, of war, of necessity, people do amazing things. The human capacity for survival and renewal is awesome."

author
— Isabel Allende

November Update

Driver Roy Flores is currently using a spare older truck that used to belong to Colin Bailey. Marla also used Colin's spare truck for awhile. Contractor Heron Arvizu basically lost everything...home, vehicle, and all contents of his home. Darrell Artis lost most of the contents of his home. Everyone is still recovering but doing well.

Hurricane Harvey *continued*



f Freeport Service Center Manager AJ Adams shares this magnificent scene of an eagle atop a flooded out flagpole overseeing a flood-ravaged American Flag.



Highway Transport Freeport Service Center Getting Back to Normal

September 8, 2017— AJ, manager of the Highway Transport service center in Freeport, TX says things are slowly getting back in order. AJ says, “We’ve still got a couple people out who are dealing with issues such as home repair from #HurricaneHarvey storm damage. The biggest issue is getting the trailers here. We had everything rerouted to Chattanooga or Knoxville to get it out of the area prior to the hurricane. All inbound loads were cancelled. Once all of our trailers return to Freeport, we should be fully operational.”

Highway Transport’s resident service center cat named “Bubba” has been a little bit stressed. “He is beginning to mellow out now,” says AJ

AJ and Freeport truck drivers share responsibility for Bubba the cat. They donate to have him properly cared for by a veterinarian. AJ makes sure Bubba is clean and comfortable. August 19th was a bath day for Bubba. Above is a scene from Bubba’s August bath.



Hey Doug,

I received a call on Labor Day about a shutdown situation at Fiberteq due to the buyer not placing his orders. I got with Don [Kite] and per the CSR’s request we moved a trailer and driver from an OC Aiken load (already loaded) to keep them from shutting down. There were about 15 phone calls exchanged back and fourth between myself and the CSR because of the buyers’ concern of the shutdown. Don came into work on Monday afternoon to grab the new order paperwork and set this up for the bulk loaders. We got this load there in less time than the transit reflects because of Don’s willingness to work with the orders to meet the customer’s needs. There were a lot of eyes on this situation and Highway as a company was recognized by a senior account manager in a note that went out to our network yesterday. We appreciate all that you do for us especially in a situation like this when one of your employees goes above and beyond for one of our customers. Feel free to forward this along to anyone and give Don a pat on the back for his hard work.

Best Regards, Cameron
Dow Chemical
Knoxville, TN



At the Dow Carrier Conference in October, Highway Transport was humbled by the recognition received for its response to Hurricane Harvey.

In the darkest days of the hurricane, employees across the company donated vacation days to colleagues at Highway Transport locations near Houston, TX. A total of 211 days were donated so that employees in La Porte TX and Freeport TX could receive wages for days missed during the most intense phase of the storm.

Dow Carrier of the Year



left to right: Joe Sheldon, Director of Linehaul & Recruiting; Andy Schultz, Director of Operations, East Region; Steve Kitts, Vice President of Sales; Barry Hall, Director of Operations, West Region; Marshall Franklin, President & CFO



left: Greg Watkins, Highway Transport Vice Chair
right: Marshall Franklin, Highway Transport President & CFO



close-up view of the Dow Carrier of the Year Award presented to Highway Transport



close-up view of the Road Sustainability Award presented to Highway Transport



Greg Watkins was pleased to serve as a presenter at the Dow Carrier Conference on the crucial topic of Truck Driver Health. Greg officially announced "The Dale Ducote Rolling Strong Program." The program is named in memory of Dale Ducote, a Highway Transport driver who passed away of a heart attack in his truck at a customer site on June 3, 2017. Rolling Strong is a driver retention company that helps Highway Transport strive to improve overall driver health, pass truck driver DOT exams and get drivers home to their families. Highway Transport is pleased to officially partner with Rolling Strong to increase efforts to address a trucking industry crisis...driver health.

left: scene from 2015 Dale Ducote and wife Kitty at Dale's 20-year Rolex ceremony.



Discover more information about this new program for drivers on p. 16

Congratulations and thank you to all drivers and employees! Because of you, Highway Transport has officially been awarded Dow Chemical Carrier of the Year! This award is presented to a carrier who achieves the following:

- High level service greater than or equal to 98% on time delivery
- Great Safety Performance
- High Tender Acceptance
- Best Customer Service/Responsiveness to Dow
- Network Complexity
- RESPONSIBLE CARE Certified
- Competitive Pricing

Dow Chemical presented this award to me October 5th, and I want to share the good news with everyone at Highway Transport. Thank you for keeping us on track by being safe, people-oriented, and customer driven. You made this award happen by surpassing customer requirements.

The Dow Carrier Conference was held near Dow headquarters in Midland, Michigan. Here is a list of awards we won:

- Silver Safety Award - No serious or moderate carrier caused transportation incidents, and no more than one carrier caused minor or event severity incident/10,000 shipments.
- Road Sustainability Award (2nd Place)
- Emergency Response - during Hurricane Harvey
- Carrier of the Year

Driver Health

Highway Transport is pleased to officially launch the Dale Ducote Rolling Strong program.



Named in memory of Dale Ducote, the Highway Transport driver who passed away of a heart attack in his truck at a customer site on June 3, 2017, Rolling Strong is a wellness program that helps truck drivers improve overall health, pass their DOT exams, and get home to their families.

Rolling Strong provides Highway Transport drivers with real-time guidance about meals, exercise, and sleep.

Drivers will have direct access to a Rolling

Strong health coach. Drivers can also connect to a health coach via smartphone app.

Dale started driving for Highway Transport 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 stayed home to spend time with their grandkids.

During this time of heartbreaking sadness at the loss of our beloved friend, Dale Ducote's legacy gives us the opportunity to take a moment to consider our health—as an individual...as a company...and as representatives of the overall trucking industry.

This program is a benefit for drivers. Driver health data is strictly confidential and not shared with Highway Transport or WAI.

Coming Soon: Drivers will begin to see the Rolling Strong program launched at Highway Transport locations.

This is the time to seriously ask ourselves, do we want to leave a legacy of health or a life marked by physical inactivity and poor food choices?

Drivers, no one at Highway Transport or Watkins will ever see your health information. The Dale Ducote Rolling Strong program has been added as gift for you. Please use Rolling Strong as an inspiration to take steps toward a life of good health. On behalf of Highway Transport, I invite you to do the following:

- Improve your overall health
- Pass your DOT physical
- Get home safely to your family

— Greg Watkins



2018 marks the beginning of 70 years in business for Highway Transport. Now is the time to make plans for celebrating our 70th year. Visit company websites and social media to cast your vote for your favorite 70th Anniversary symbol. The commemorative image with the most votes will appear on all company collateral throughout 2018.



or clip & mail your ballot to:
Highway Transport
attn: Communications
6420 Baum Drive
Knoxville, TN 37919

✓ VOTE for your favorite 70th Anniversary Logo

Momentum	Tank Circle	Traditional
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Voting ends December 4, 2017.



July 14, 2017—The Highway Transport group enjoyed a baseball evening with industry colleagues from Dow Chemical at Tennessee Smokies Stadium. Tennessee Smokies defeated Mobile BayBears 10 to 4. Everyone enjoyed gathering in the outfield entertainment zone with a BBQ dinner and a fireworks display at the close of the game. The event was organized and hosted by Steve Kitts, Vice President of Sales & Marketing.



Discover more scenes from this event when you join the Facebook group "Highway Spouses."



The only safe way to look directly at the partially eclipsed sun is through a specialized filter. Most employees (pictured: Todd Helms) brought Eclipse glasses that are equipped with the proper filters to minimize ultraviolet, visible and infrared light.

Highway Transport Corporate employees were treated to eclipse doughnuts and were grateful to be located very close to the path of totality when the moon fully obscures the sun. Everyone took a moment to go to the parking lot to enjoy one of nature's most awe-inspiring sights.



Check out Michelle Rayfield, Payroll Manager, in her beautiful hand-crafted t-shirt for the day of the eclipse! On Monday, August 21, a total eclipse crossed the entire country, coast-to-coast, for the first time since 1918.

Have you posted your eclipse images on social media? Here are some suggested hashtags to accompany your Highway Transport eclipse scenes...

#HTeclipse
#eclipse2017
#eclipse
#solareclipse
#TotalSolarEclipse



Eric Ely's Transformation

Eric Ely has been a Highway Transport safety training supervisor for three years. Looking at the 2015 and 2017 images, you can see that Eric has undergone a transformation. He has a new focus on health.

When did your new focus on health begin?

I began to realize I was having issues climbing stairs and was not able to play outside and be active with my daughter like I wanted to. I had tried dieting and exercise and realized that I couldn't do it on my own. It was not an easy decision and was not entered into lightly. I researched and read on the topic of weight loss surgery for well over a year before I decide to have the surgery. I also came to the realization that if I wanted to see my daughter graduate from school and maybe walk her down the aisle one day I was going to have to do something to change the way I was going or that wasn't going to happen.

Do you mind sharing some of the details of your surgery?

I had what is referred to as the Roux-en-Y gastric bypass. The Roux-en-Y gastric bypass procedure involves creating a stomach pouch out of a small portion of the stomach and attaching it directly to the small intestine, bypassing a large part of the stomach and duodenum. I was in surgery for about an hour and in the hospital for 3 days after.

In what ways has your health improved? As of my 18 month checkup I have lost 214 lbs. I am off of all of my maintenance medications for high blood pressure and my A1C is back within the normal range. I am able to run and play with my daughter and quality of life has improve 100%.

What are some of your current daily practices or routines?

Many of my routines have not changed with the exception of I am more aware of what and how much I eat. I would say the biggest change is just having more energy to do the daily activities that typically would have kept me on the couch.

What are the biggest differences in your life from then to now?

I would say the biggest difference is the amount of energy that I have. I no longer wish to lay around on the couch and do nothing all the time. Don't get me wrong there are still times when I do that however I don't feel like it is a "have to" situation because I have no energy it is more of a "want to" situation.

The thing I would like to remind everyone is that this surgery is not a "magic bullet". It takes a total lifestyle change and commitment going forward. It is all easily undone by falling back into the old habits and lifestyle that caused you to gain weight in the first place. I have the greatest motivator in the world in my daughter and I want to be around for a long time for her.



I am sharing these photos of my daughter Addy because she was really my motivating factor.

January

Sandra S Burnette
Scott M Ennen
Carey Marvin Livingston
Michael J Fletcher
John A Holmes
Stephen M Lusk
Dexter D Ratliff
LaShey A Curry-Fields
Edwin Diaz
Moussa Djabri
Morad Farah
David S Horeis
Marlon N Kellyman
Francisco Jose Rodriguez, Jr
John R Hill
Christopher T Jenkins
Kevin R Steenken
Louis Harris
Tressa Smith
Bruce Allen Frost
Stanley B Goodwin
Andrew J Johnson, Sr
Norman J Noel
Billy Joe Bishop
Bobby R Booth
Matthew S Breuer
Brian K Crockett
Ronald J Dunlap
Steven Lawrence Hittinger
Howard R Immenhort
Glen E Keen
Derrick R Lane
Gary Dale McClanahan
Michael S Mitchell
Joshua D Payne
Denis A Propin
James T Smith
Kelly A Worsham
Colin F Bailey
Daniel T Behrendt
Jose D Collado
Mark A Dickens
Eric G Frost
Alvin J Johnson, Jr
Leslie Malone
Scott M McQuade
Andrew Moreno
Michael O Lewis
Melton D Tennelle
Maurice K Williams
Derek Duane Duchamp

February

Beverly Henderson
Kerrie A Smith
Billy A Cash
Steven Jason Cranfield
Larry W Duncan
Carl Henry Hohn
Theodore Scott Nussbaum
Joseph R Ryan
Edward V Terry
Ernest Bell
Lydia Halda-Alija
Daisy Rosales
James Earl Stone
Ignatius Henry
Edward George Adair
Caleb Jay Lee
Harry James Miller
Logan Bryce Gibson
Willis Gordon Haun
Richard Chad Parker
Jerry Simpson
Thomas Stanford
Brian Edward Vinson
Roy Flores
Randall C Holland
John Spear, Jr
Howard Keith Mims

Peter Doheny
Thomas L Ratliff
Stephen Warren

March

Wendy L Drummer
Judith K Kinsler
William Lee Reagan
Stanley Patrick Andreika
John Norwood
David A Weidner
Michael F Dailey
Billy R Lewis
Cody J Clarke
Cecil Phillips
James Robert Gibbs
Lateshia C Lane
Joseph Stewart
Douglas L Bishop
Harold Randolph
Michael D Wynne
Kenneth Wayne Dickey
Billy R Lively
Jesse R McCulloch
Jerry Daniel Nicely
Samuel Sharp
Lonnie M Surgener
Scott B Ahrens
Stephen R Bochard
Kelvin A Chavez
Arnulfo Gonzalez
Barrington Carl Peart
Martin R Brown
Joseph C Gainey
Timothy Spina
Katrina L Never

April

Sheree Malise Glover Hamlin
Matthew Harrison Powell, III
Darren T Angelo
Patrick G Burnett
David L Coleman
Joseph Stefon Davis
Richard Paden
Shaleece Latwann Pillow
Jackie L Sledge
Jerry D Young
Christopher Cardea
Antonio P Cruz
Robert R Maxwell
Christopher L Miller
Asllan Rrapaj
Demarco D Woody
Steven James Planck
Darrell Underwood
Allen J Adams
Thomas Robert Larson
Joe Woodrow McMullin
Joshua Simpson
MacArthur Brown
Travis Jerrell Vessel
Michael S Jones
Vincent Alexius Meschievitz
Dennis W Pfeifer
Rob Anthony Farmer
James E Nicley
David B Owens
Michael A Stropp
Darrell L Artis
Andrew Johnson
Karim Mojtahedi
Ronald W Welch
William F Hodge
David M McLeod
Dennis Gerard Resetar

May

Jean Anne Dugger
Logan D Laug
Tyler A Mulligan
Christy Y Paul
Brian R Reid

Carl Randall McLeod
Robert A Crist
Amar Harouz
Michael Eugene Arthur
Krescanko
Michael Schabener
Tedd Lee Covington
Morgan Lindsay Schneider
Jose R Reyna
Peter J Ballard
Shawn Milton Casey
Michael A Winslow
Felbert Lynn Cagley
David Lee Davidge
Wyatt E Dockery
Paul Vander Garbett
John Don Kite
Richard K Lusby
Richard D Tuders
Doug W Vineyard
Bruce Altstatt
Craig Jason Longenecker
Richard Mullins
Jose Antonio Rivera
Katina L Whittington
Arcadia R Clerk
George Patrick Graham
Tony Ray Riggins
Hank W Sweatman
James Ryan Tyler Varnadoe
Anthony T Wilson
Robert K Kubicek
Charles James Liverance, Jr

June

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

July

Donna JoAnn Kinsey
Aaron A Matthews
Paul N Noe
Eric Ely
Rebecca A Sanders
Lydell Summerville
Walter Steven Burger
Norbert Dejesus
Michael P Riley, Jr
Lonnie R Jennings

Kevin L Liggett
Richard M Stiehl
Scott W MacDonald
Thaddeus S Netherton
Mark Alan Stucky
Junius Collins
James D Eden
Steven J Graven
Kyle J Lukwinski
David L Williams
Peter Cordell
Larry P Edwards
Thomas Frain
John C Franklin
Thomas Daniel Freeland
Dustin Wayne Perry
Alen Smailovic
Jeffrey B Womble
Moziah H Bell
Harris L Chapman
Alvin Crawford
Robert Cueva
Robert Fant
Clifford Jones
Billy T Morgan
Alfredo Rodriguez
William Stone
Kenneth C Tyler
Marco Anthony Zabala
Michael J Blochowski
Walter Frazier
Timothy P Sheahan

August

Michelle L Rayfield
Kathleen E Rock
Gregory Watkins
Leonard D Steele, Jr
James Anthony Kinney
Deirdre L Lorenzano-Bavonese
Russell Lawrence Osley
Jonathan D Yob
Kevin Michael Yohe
Michael V Isaacs
James M Kyle
Michael J Liggett
Chad Roberson
Michael Andre Monroe
Keith Licciardi
Robert Earl Williams
Maureen E Dennis-Wilbert
James R Hegland
Andre L Jones
Allen Lanham
Duane F Regnier
Douglas L Scales
David M Breedlove
Charles A Brooks
Christina R Nolan
Robin D Wilson
Michael C Bigler
Randell Clark
German Esteve
Darryl Eugene Hunter
Ricky L Hutto
Jesse J Kirk, II
Tony Dale Marshall
Richard Peterson
Barbara Lynn Whitehead
Mark J Pearson

September

Sandra K Carr
Kenneth I Barnett
Irey Merriitt
Billy Ray Pickett, Jr
James D Robich
Richard Paul Tallent, Jr
Sidney Murley
Samuel B Square
Gerald F Sullivan
Michael D Giivin

Christopher David Norris
Darla Ferguson
Tennysyn J. B. Florida
Joseph Smith
Ronald C Booker
Ronald V Byrd
Rosario Pickens
Robert Joseph Randalls
Don R Anders
David E Parr
Andrew J Schultz
Larry Singleton
Scott Anthony Tugman
Anthony B Early
Johnson Alex Eiler
Dennis Wayne Hanson
Edward B Heard, Jr
Daryl McClenton
Carlton Darcel McFarland
Omar F Oshman
Thomas M Raper
Joseph Rivas
Carlos Rodriguez
Kenneth P Sampson
Marco A Velez-Alvarez
Brenda G Skoda
Rosendo DeLaRosa

October

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

November

Todd Helms
Daniel George Dufner
Jerry Roman Szmuc
Warren Daniel Davis
Ernest O Holloway
Kevin Shawn Ray
Robert G Celia
Thomas Rannala
Theophilus A Sample, Jr

Michael Edward Hunt
Jerry A Powell
Isaac A Williams
Ronald Hagler
Don Wilkerson
Clarence L Woods
Allen D Millican
Juan Andres Sanchez Ortiz
Robert I Starrett
Michael Petersen
Donald Ray Elder
Mark R Meads
David P Meyers
Eric R Scott
Brian R Tindall
Gregory W Boone
Angela D Corbett
Andrew Martin Green
Barry A Hall
Daniel A McClain
Mark R McNabb
Jerry Lee Noland
Jerry D Searce
Todd Michael Schrebe
Gregory L Sorah
Samuel D Stewart
Hunter C Stokely
Larry T Tinch
Lawrence Acosta
Damian Barrientes
Ashley Beasley
Eddie Brown
Joel Hubbard, Jr
Michael D Martin
Jose Quijada
Andrew J Weiler
Kyrion Williams

December

Joseph L Pence
Clifford N Irons
Wayne Andrew Bryan
Billy M Crawley
Kenneth W Mahlman
Robert A Mallett
Hassan B Njai
Jimmy Bob Thacker
Peter E Vickery
Thomas A Foster
Malcolm Mitchem
Darrel Gregory Huff
Stanley J Champagne
Joshua J Regnier
Gary Dean Richards
Jackie Lynn Taylor
Drew L Gassett
Maria J Kgressive
Edwin Glen LaFour
Jeremi Matczak
James K Partridge
Gerald A Pope, Sr
Bobby Terrazas
Brent Earl Pavey

Personnel & Personal



submitted by
Aaron Matthews
Collections Manager

September 22 at 2:45

The Lord blessed Stefanie and I with our firstborn - Bennett Anson Matthews. At a weight of 9 lbs & 14 ounces and 21.5 inches long, my love bore him with gentle yet fiercely determined strength. She was incredible! Today I looked into those eyes and rejoiced!



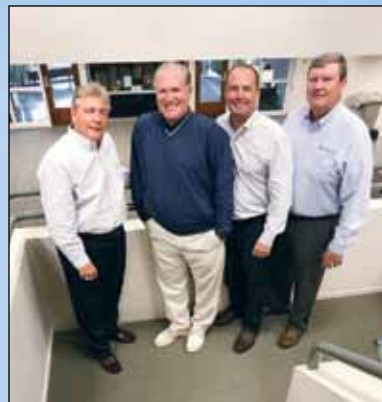
November 2, 2017—
Highway Transport Payroll Manager
Michelle Rayfield completed her
Master's Degree: Master of Science,
Management, and Leadership

Pam Holt joins Highway Transport as Payroll Specialist. Pam brings many years of experience in payroll to the position. She has a Bachelor's Degree in Organizational Management/Finance from Tusculum College and is currently pursuing her Masters of Accountancy from Kaplan University. Pam loves to work with plants and make crafts using wood. Pam answers questions relating to payroll, vacations, & ADP support (including password resets) payroll@hyttlogistics.com



It was with great sadness we shared the news of the death of Charles Hill.

Chuck was a driver at Highway Transport's Florence service center. He passed away suddenly Saturday September 9, 2017 due to a motorcycle accident. Our deepest sympathies go to his wife Juanita and their entire family.



Highway Transport Sales Group

left to right:
Steve Kitts, Vice President of Sales & Marketing
Carey Livingston, Sales
Darren Angelo, Sales, Geismar Region
Dan Dufner, Sales Manager, Northeast Region

I am excited to announce that Steve Kitts has been promoted to Vice President of Sales and Marketing. Steve has been with Highway over 16 years. His background in operations and sales and his leadership of his sales team are some of many experiences and skills he provides. This promotion recognizes his teamwork and leadership contributions during his tenure with Highway. We look forward to his continued success in his new role!

*Marshall Franklin, CPA
President & CFO*



I am pleased to welcome Jack Hines to Highway Transport's corporate location at Baum Drive in Knoxville, TN.

Jack will be working as a developer collaborating with Kerrie Smith.

*Paul Noe
Director of IT*

HyttStore.com Highway Transport's online store is your resource for shirts, hats, etc... 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 **HIGHWAY\$30** 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 **HIGHWAY\$30** when you check out. You will see the pricing go down during your checkout process.

New!

— Grey Men's Polo
available in Extended Sizes
up to 5X.



Service Anniversaries

42 Years

Glen E Keen

34 Years

Larry Duncan
Larry P Edwards

32 Years

William B Watkins

31 Years

Billy Joe Bishop
Barry A Hall
Joseph L Pence

29 Years

Gregory Watkins

28 Years

Howard R Immenhort
Andrew J Schultz

27 Years

Joseph Stefan Davis

25 Years

Billy R Lively
Leonard D Steele, Jr
Lonnie M Surgener
Doug W Vineyard

24 Years

Henderson, Beverly
Reagan, William Lee

23 Years

Ennen, Scott M
Holloway, Ernest O
Christy Y Paul

22 Years

Kenneth I Barnett

21 Years

Don R Anders
Willis Gordon Haun
James Don Kite
Richard K Lusby
Michael A Stropp
Lydell Summerville
Kelly A Worsham

20 Years

Eric G Frost
Dennis Edward Williams

19 Years

Steven Jason Cranfield
Michael J Liggett
James E Nicley
Duane F Regnier
Jerry D Scearce
Jackie Lynn Taylor
Christopher T Jenkins
Joseph M Sheldon
Billy M Crawley
Thomas Daniel Freeland
Walter Gamble
Carol S Guinn
Steve D Kitts
David A Weidner

15 Years

Kenneth Wayne Dickey
Jerry Lee Noland
Kathleen E Rock
Larry W Duncan
Reynaldo Gonzalez
Joel Hubbard, Jr

14 Years

Darryl Eugene Hunter
Kevin L Liggett
Aaron A Matthews
Jerry Daniel Nicely
Dennis Gerard Reseter
Wilhelm H Salewski
Brian Edward Vinson

13 Years

Bruce Allen Frost
Robert Joseph Randalls
Dexter D Ratliff
Walter Leahey Satterfield
Kenneth C Tyler
Kelly Ray Wyatt

12 Years

Mark A Dickens

Wyatt E Dockery
Paul Vander Garbett
Shaleece Latwann Pillow
Gary Dean Richards
Kevin R Steenken
Jerry Roman Szmuc

11 Years

Eric D Doyle
Kenneth A Ghea
Daryl McClenton
Howard Keith Mims
Paul N Noe
Denis A Propin
Kevin Shawn Ray
Kerrie A Smith
Mark Alan Stucky

10 Years

Elizabeth A Dick
Craig Jason Longenecker
Theodore Scott Nussbaum
Jerry A Powell
Brian B Reid
Brenda G Skoda
James T Smith
David L Williams

9 Years

Michael J Blochowski
Martin R Brown
David L Coleman
Floyd Elzie
Morad Farah
James Anthony Kinney
Ralph Alan McFarland
David M McLeod
Billy T Morgan
Matthew Harrison Powell, III
Kenneth R Salmon
Theophilus A Sample, Jr
Douglas L Scales
Gregory L Sorah
Samuel D Stewart
Edwin V Tice, III

8 Years

Ronald James Brady
Matthew S Breuer
Robert A Crist
Timothy E Farmer
Dennis Wayne Hanson
Darrel Gregory Huff
Andrew J Johnson, Sr
Kenneth W Mahlman
Robert A Mallett
Michael S Mitchell
John W Paschal
David A Rudan

7 Years

Edward George Adair
Peter J Ballard
Robert R Begliutti
Ronnie L Bridges
Richard D Collins
Peter Cordell
Warren Daniel Davis
Daniel George Dufner
Ronald J Dunlap
Donald Alan Edwards
Donald Ray Elder
Todd Helms
Michael Edward Hunt
Donna JoAnn Kinsey
Jesse J Kirk, II
Victor Eugene McCullum
Mark R McNabb
Michael Andre Monroe
Michael C Overton
David B Owens
Billy Ray Pickett, Jr
Gerald A Pope, Sr
Joshua J Regnier
Tony Ray Riggins
Todd Michael Schrebe
Jackie L Sledge
Richard Paul Tallent, Jr
Jonathon D Yob

6 Years

Justin K Black
Stephen R Bochart
Ronald C Booker
David M Breedlove
Sandra S Burnette
Maureen E Dennis-Wilbert
Johnson Alex Eiler
Marshall A Franklin
Steven J Graven
Sheree Malise Glover Hamlin
James R Hegland
Andre L Jones
James M Kyle
Scott W MacDonald
Jesse R McCulloch
Harry James Miller
Norman J Noel
Richard Chad Parker
Brent Earl Pavey
Jose Antonio Rivera
Melton D Tennelle
Jeffrey B Womble

5 Years

Eddie Brown
James Anthony Byrd
Steven Lawrence Hittinger
Gary Dale McClanahan
Juan Andres Sanchez Ortiz
Omar F Oshman
Richard Paden
Louis E Palmer
James K Partridge
Merly Pleasants
Michelle L Rayfield
Eric R Scott
Gerald F Sullivan

4 Years

Lawrence Acosta
Scott B Ahrens
Fred Baker, Jr
Ashley Beasley
Michael C Bigler
Patrick G Burnett
Eric Ely
Thomas A Foster
Drew L Gassett
Stanley B Goodwin
Clifford N Irons
Derrick R Lane
Jennifer A Myers
Thaddeus S Netherton
Dennis W Pfeiffer
Thomas Rannala
Michael P Riley, Jr
Carlos Rodriguez
Robert I Starrett
Hunter C Stokely
Edward V Terry
Richard D Tuders

3 Years

Allen J Adams
Adrian A Alanis
Damian Barrientes
Daniel T Behrendt
Bobby R Booth
Henry A Brown, Jr
Wayne Andrew Bryan
Kevin R Cameron
Sandra K Carr
Robert G Celia
Stanley J Champagne
Cody J Clarke
Antonio P Cruz
Mark S Daugherty
Rosendo DeLaRosa
Julie Anne Duncan
James D Eden
Michael D Gilvin
Arnulfo Gonzalez

Michael Gene Hall
Edward B Heard, Jr
John R Hill
William F Hodge
David S Horeis
Jonathan Blake Horton
Jon Dudley Huggins
Edwin Glen LaFour
Michael O Lewis
Charles James Liverance, Jr
Stephen M Lusk
Tony Dale Marshall
Jeremi Matczak
Helen Linda Nelson
Katrina L Never
David E Parr
Harold Randolph
Aslan Rrapaj
Joseph R Ryan
Kenneth P Sampson
Hank W Sweatman
Larry T Tinch
John T Troughton
Ronald W Welch

2 Years

Darrell L Artis
Douglas L Bishop
Harris L Chapman
Junius Collins
Brian K Crockett
Moussa Djabri
Wendy L Drummer
Darla Ferguson
Michael J Fletcher
George Patrick Graham
Andrew Martin Green
Lydia Halda-Alija
Zulton J Henderson
Randall C Holland
Alvin J Johnson, Jr
Michael S Jones
Marla J Kegrresse
Judith K Kinsler
Logan D Laug
Carl Randall McLeod
Scott M McQuade
Mark R Meads
David P Meyers
Christopher L Miller
Michael Devon Mitchell
Tyler A Mulligan
Michael J Orlicek
Russell Lawrence Osley
Matthew D Parker
Rosario Pickens
Edmund F Pollitt
Frank Lee Rawls
Jose R Reyna
Francisco Jose Rodriguez, Jr
Daisy Rosales
Vernon B Staten
Joseph Stewart
James Earl Stone
Daniel Talenico
Peter E Vickery
Anthony T Wilson
Clarence L Woods
Jerry D Young

1 Years

Arcadia R Clerk
Darren T Angelo
Gregory W Boone
Walter Steven 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 Esteve
Rob Anthony Farmer
Thomas Frain
John C Franklin
James Robert Gibbs
Logan Bryce Gibson
Amar Harouz
Khalia Janay Jackson
Andrew Johnson
Billy R Lewis
Deirdre L Lorenzano-Bavonese
Kyle J Lukwinski
Michael D Martin
Daniel A McClain
Carlton Darcel McFarland
John W McMillan
Andrew Moreno
Christina R Nolan
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
Scott Anthony Tugman
James Ryan Tyler Varnadoe
Robert Earl Warner
Andrew J Weiler
Katina L Whittington
Isaac A Williams
Robert Earl Williams
Michael D Wynne
Marco Anthony Zabala
Bruce Altstatt
Stanley Patrick Andreika
Colin F Bailey
Ernest Bell
Moziah H Bell
Charles A Brooks
MacArthur Brown
Christopher Cardea
Jason T Cawood
Randell Clark
Stephen Clayton
Alvin Crawford
Robert Cueva
LaShey A Curry-Fields
Ferguson Demouchet
Edwin Diaz
Peter Doheny
Anthony B Early
Robert Fant
Roy Flores
Tennyson J. B. Florida
Thomas Fortenberry
Walter Frazier
Joseph C Gainey
Ronald Hagler
Louis Harris
Elvin Haynes
Ignatius Henry
Milton Hofstetter
Carl Henry Hohn
John A Holmes
Pamela Jo Holt
Ricky L Hutto
Michael V Isaacs

Lonnie R Jennings
Clifford Jones
Marlon N Kellyman
Carl Kinley, Jr
Michael Eugene Arthur Krescanko
Robert K Kubicek
Lateshia C Lane
Allen Lanham
Thomas Robert Larson
Caleb Jay Lee
Keith Licciardi
Carey Marvin Livingston
Scott Lowder
Leslie Malone
Robert R Maxwell
Joe Woodrow McMullin
Joel V McRae
Irey Merritt
Vincent Alexius Meschievitz
Allen D Millican
Charles W Milliner
Malcolm Mitchem
Karim Mjtahedi
Richard Mullins
Richard Murley
Ronnie Nelson
Hassan B Njai
John Norwood
Joshua D Payne
Mark J Pearson
Dustin Wayne Perry
Michael Petersen
Richard Peterson
Cecil Phillips
Thomas M Raper
Joseph Rivas
Chad Roberson
Brian Roberts
James D Robich
Alfredo Rodriguez
Michael Schabener
Michael Servat
Samuel Sharp
Russell Kenneth Shockley
Joshua Simpson
Larry Singleton
Alen Smailovic
Joseph Smith
Tressa Smith
Kevin Soucy
Gregory K Southall
Timothy Spina
Thomas Stanford
William Stone
Bobby Terrazas
Jimmy Bob Thacker
Tammy Thompson
Anthony Michael Tucci
Darrell Underwood
Marco A Velez-Alvarez
Travis Jerrell Vessel
Jeffrey Waring
Stephen Warren
Barbara Lynn Whitehead
Don Wilkerson
Kyron Williams
Lawrence J Williams
Maurice K Williams
Robin D Wilson
Michael A Winslow
Demarco D Woody
Jesse Yawn, Jr
Kevin Michael Yohe

Carefully read this listing, and say congratulations to your colleagues. Also, be sure to look for your own name. Notify Human Resources if you have any questions, changes or corrections PHONE: (865) 474-8005 • E-MAIL: communications@hytt.com

Human Resources



Flu Season Has Arrived! Highway Transport Flu Shot Vouchers are available for all employees and dependents. The vouchers are for Wal-Mart/Sam's Club. We hope this is convenient for everyone to participate.

As an incentive to participate, there will be a drawing. One employee from each company location [who receives a FREE flu shot] will win a \$100 Gift Card!

The deadline for getting the flu shot is 12/31/2017 so the drawing will be held at the beginning of 2018.

How do I get a FREE flu shot voucher? e-mail shamlin@hytt.com with the name and date of birth (*as it appears on I.D.*) of each Highway Transport employee and dependent who wants to receive a FREE flu shot.

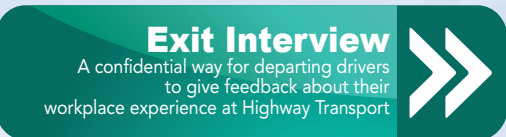
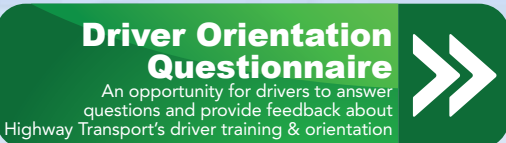
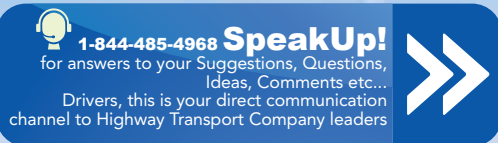
Questions? Call 865-584-8631 ext. 1405



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.



Congratulations to the winning teams of the European Expedition Fitness Challenge

Each team member received a \$25.00 gift card for Olive Garden

1. *Shrimptastic Sneakers*; Tampa Maid: 9,736,018 steps
2. *Walk the Line*; Tucker Door: 9,694,923 steps
3. *Mud Slingers*; Highway Transport Chemical: 5,611,180 steps
4. *Cox's Champions*; Cox's Wholesale Seafood: 5,270,874 steps
5. *Super Healthy IT Team*; Watkins Associated Industries: 4,599,808 steps
6. *HTL Challengers*; Highway Transport Logistics: 4,239,639 steps

A Fitbit Charge 2 was awarded to the individual who logged the most steps on each team

1. Matthew Powell; HTL Challengers; Total steps: 1,740,008 steps
2. Scott Shelton; Walk the Line; Total steps: 1,587,499 steps
3. Kairrel Morales; Shrimptastic Sneakers; Total steps: 1,222,439 steps
4. Steven Cranfield; Chattanooga Shoe Shoes; Total steps: 1,044,599 steps
5. Henry Lay; Cox's Champions; Total Steps : 849,695 steps
6. Tim Hall; Super Healthy IT Team; Total Steps: 752,566 steps



Deadline:
November
20th

#HealthIsWealth

Participating in Biometric Screening

Participating in Biometric Screening automatically enters employees* in the drawing for a mountain bike.

Biometric Screening Saves You \$240

No one at Highway Transport or Watkins will ever see your health information. Participating in Biometric Screening saves you \$240 per year off of your health insurance premiums.

How do I start?

Schedule your screening by registering online at

My.QuestForHealth.com

or simply call this toll free number 1-855-623-9355

Where do I go?

Visit a Quest Diagnostic location near you.

Want an extra \$100 in your paycheck?

You get an extra \$100 on your paycheck when your spouse completes Biometric Screening. \$100 will appear on your first paycheck in 2018.

Not participating in Biometric Screening is like walking away from \$240. Biometric Screening is so easy and convenient. Get registered for Biometric Screening online or simply call 1-855-623-9355



**NOTE: It is employees that get registered for the Mountain Bike; Spouses are not included.*

What happens to me during Biometric Screening?

A clinician does the following:

- weighs you
- measures your height
- takes your blood pressure
- draws blood

You don't have to fast beforehand. It is completely confidential. No one from Highway Transport or Watkins Associated Industries ever views or has access to your health information.

The appointment is FREE. It is convenient. Clinics are located near each Highway Transport location. Participating in Biometric Screening puts money back in your wallet. TIPS:

- Drink two glasses of water during the two hours prior to your blood test.
- Wear loose fitting sleeves.



Managers, Mark Your Calendars. Plans are under way for the annual kickoff manager meeting.

What is known at this time:

The meeting will be held in Nashville, Tennessee

Saturday, January 27, 2018

Hotel Thompson Nashville downtown

As plans are finalized, you will be notified with more specific details and arrangements.



In the Spirit of the Season

Highway Transport makes a donation in the name of each customer to FISH Hospitality Pantries to provide a 3-day supply of food to 1 hungry family in Knoxville, Tennessee. ★

MERRY

Christmas

AND HAPPY NEW YEAR

www.FishHospitalityPantries.org



HIGHWAYTRANSPORT

6420 Baum Drive
Knoxville, TN 37919

Local News:

A story about Highway Transport's Hurricane Harvey effort for employees was on the cover of the La Porte, Texas newspaper *The Bay Area Observer*



Industry News:

A story about Highway Transport's Hurricane Harvey effort for employees was published in the October 16th issue of *Transport Topics*



B2B Business to Business Communications:



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

Look for Highway Transport in the November issue of the publication entitled *The Trucker*

RIVR DIGITAL

To commemorate Highway Transport's upcoming 70th Anniversary, our company will be working with RIVR Digital to create a 70th Anniversary video! Film crews will be at various Highway Transport locations capturing smiling faces and video footage.