



# HIGHWAY TRANSPORT

linking all employees and contractors



PHOTO CREDIT | photo by Hunter Stokely on a recent trip to Mack Trucks alongside Fleet Director Larry Edwards and Joe Sheldon, Director of Linehaul & Recruiting

## Celebrating 70 Years with Driver Compensation Upgrades + Mack Anthem Tractors

We are celebrating and commemorating throughout 2018, but this 70th Anniversary is just as much about the future as it is the past. Highway Transport's professional system truck drivers are excited about the arrival —throughout spring & summer— of 75 of the newest model of Mack Trucks being added to our fleet. The name of the model is *Anthem*. Highway's first Anthem rolled onto the Knoxville yard on April 12, 2018.

As a company, we are not only reflecting on 70 years with the launch of a special commemorative video but also experiencing growth and higher pay. The future plan is to increase business throughout the southeastern US. Specifically, expansion is expected to take place surrounding Highway's Geismar service center.



Marshall Franklin, President & CFO, says "Early 2018 has been a time of growth and demand. Specialty chemical companies are demanding that we expand our 2018-2019 capacity, particularly throughout the southeastern corridor of the U.S. where many chemical manufacturers are expanding their facilities."

Director of Linehaul & Recruiting, Joe Sheldon says, "As our new video illustrates, Highway Transport chemical tanker truck drivers are an elite class of truck driver with a superior level of skill. They are everyday heroes with the deepest concern for others...the safest fleet on the road. System drivers are at the heart of Highway's growth plan. The new Mack Anthems will be allocated to system drivers. Drivers who are willing to run

## — Table of Contents —

Celebrating 70 Years with Driver Compensation Upgrades + Mack Anthem Tractors.....	1-3
Timeline.....	3
Truckers Against Trafficking.....	4
Rolling Strong.....	5
A Visit to Mack.....	8-9
Safety Awards.....	10
Personnel & Personal.....	12
Responsible Care®.....	14
Jason Cranfield 20-Year Rolex.....	15
Jackie Taylor & James Nicley 20-Year Rolex.....	16 - 17
Personnel Announcements.....	18
Devon Mitchell's Expanded Role.....	21
Birthdays.....	23
HOT Training.....	24
Years of Service.....	25
Howard Immenhort Retirement.....	26
Scott Ennen Retirement.....	27

## 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

continued from cover...

*Accountable per diem is:*

*Tax free, is not reported on Form W-2 and is not subject to income or employment taxes.*

throughout Highway Transport's system will be greatly rewarded. This includes:

- ▶ a pay upgrade
- ▶ a new per diem package
- ▶ additional incentive pay for system drivers who stay with Highway Transport

With an intense focus on safety, Highway Transport's 70-year chemical tanker legacy allows us to offer superior pay and benefits packages to CDL drivers with chemical tanker experience and HazMat certification."

Vice President of Safety, Rick Lusby adds, "Major chemical companies ask us to extend our capacity, but what gives Highway an edge over the competition... is that we can achieve this growth while maintaining an impeccable safety record."



I am excited to announce three updates to our driver pay package.

**First** We are increasing all mileage scales by an average of 4.5%. Also, we are increasing hourly detention and loads below 150 miles rates by \$1 per hour. This increase will be effective April 30<sup>th</sup>.

**Second** We are introducing a Per Diem program available to all drivers. This program will allow you to have \$63 of your daily pay become nontaxable when you are away from home. Drivers "net" or "take home" pay will be higher utilizing this plan. This program is the only way drivers will be able to have a tax advantage for their overnight stays in 2018 and the future. Drivers' ability to deduct this amount on their tax returns is not part of the new federal tax laws of the United States. There will be separate announcements with more details about this plan. The Per Diem is effective May 7<sup>th</sup>.

**Third** We are introducing a system driver premium of 5% of pay. This reflects our desire to reward the additional flexibility and sacrifice made by the system driver fleet who stay away from home for weeks at a time. The 5% of gross pay will be paid quarterly, at the end of the following quarter, to all system drivers who continue to work for Highway in the system fleet. There will be a separate announcement to the system drivers with more detailed information. The premium is effective for Highway's 2<sup>nd</sup> quarter which we are currently in, so the first payment of this premium will be at the end of the 3<sup>rd</sup> quarter.

I am grateful for the ability to reward everyone's hard work and dedication. We have the best drivers in the industry and we will continue to strive to reward you for your dedication to doing the best job possible.

Marshall Franklin, CPA  
President & Chief Financial Officer



## On the Cover:

Scene from a recent visit to Mack Trucks Headquarters in Macungie, Pennsylvania captured by Hunter Stokely. The following representatives from Highway Transport traveled to Mack headquarters in Pennsylvania to get a first glimpse of the new Mack Anthem tractors:

- ▶ Larry Edwards, Fleet Director
- ▶ Joe Sheldon, Director of Linehaul & Recruiting
- ▶ Hunter Stokely, Tank Wash Supervisor

Highway Transport is scheduled to add 75 new 2019 Anthem tractors to the Highway Transport fleet throughout April & May 2018.

See more Mack Anthem scenes on p. 8.



# Timeline

1932

"The Watkins Family—has been in the trucking business since 1932.

1948

Highway Transport started in 1948 in Knoxville, Tennessee. Since the beginning in 1948, Highway Transport has been a tanker trucking company headquartered in Knoxville, Tennessee.

1968

The Watkins family purchased Highway Transport in 1968.



2008



2018

Highway Transport recently teamed up with RIVR Digital to produce our 70th Anniversary video which can be viewed on our YouTube channel titled *HyttDrivers*.



2008 Re-branding with an all new logo and identity items



Moving forward in this 70th year, Highway recently teamed up with a company named *Rolling Strong* to support our fleet with health coaches and a wellness app.



YouTube



Beginning in 2018, we became a gold-level sponsor of TAT (*Truckers Against Trafficking*) in the battle to defeat human trafficking. Protecting the roads, keeping people safe, serving as a shining example throughout the trucking industry... There is no better way to celebrate this 70-year milestone.

# Truckers Against Trafficking

by Greg Watkins  
Vice Chairman of Highway Transport

Drivers, activate your super powers! Let's all mobilize on this important effort. Highway Transport gives a special shout out to all truck drivers who stand ready to detect and defeat human trafficking!

Highway Transport became a Gold Level sponsor of Truckers Against Trafficking in January 2018.

Drivers received special training, and decals have been added to the Highway Transport fleet.

**above right:** Andrew Green of the Highway Transport Knoxville shop is applying TAT decals for the Truckers Against Trafficking program. Throughout mid-March the decals were sent out to all of Highway



Transport shops with the location instructions, so shop personnel can begin the process of adhering the decals onto the fleet of tractors.

The program depends on truck drivers on the front lines of the trucking industry to alert authorities if they see human trafficking happening.

*Decals are posted at eye level in order to reach out to victims of human trafficking. This is a close-up view.*

## Promoting the ResponsibleCare® Ethic



**Below:** Scenes from a recent collaboration with Rural/Metro to demonstrate equipment...specifically, chemical tanker trucks. Also, PTC provided a fuel tanker truck. Harold Underwood, the leader of PTC, demonstrated helpful information specifically about fuel situations. Highway's Tom Frain demonstrated the chemical tanker unit. It is important to reach out to local authorities with facility details + MSDS sheets. It is important for local responders near each service center to have updated diagrams indicating emergency shut-offs.



photos by Scott Saultier, Training Development Manager







# Misconceptions About Health Coaching

Health coaches are expensive and for the elite.

Yes and No. The Rolling Strong program *is* expensive. Highway Transport drivers are worth the expense because Highway Transport is an industry leader with top driving talent. Highway Transport tanker truck drivers are expected to think better of themselves. They operate in the high end of the tanker trucking world. They have a skill set that is superior to other types of drivers. They have higher-than-average pay and benefits. Rolling Strong health coaches are provided at no expense to the driver. In practical, financial terms, paying for a health coach is much less expensive than paying for the average bypass heart surgery.

Health coaches are for people who are "health nuts."

In fact, health coaches help people better understand themselves. They help you better understand your own behavior. Rolling Strong health coaches are in place exclusively for truck drivers. Rolling Strong health coaches are uniquely qualified to handle issues that truck drivers face in their day-to-day lives.

**interesting fact:** Each Rolling Strong health coach is required to have a relative who is in the trucking industry.



Dale & Kitty in 2015 at Dale's 20-Year Rolex Ceremony



**above center:** Highway Transport La Porte service center manager Larry Fink presents Kitty Ducote with a plaque to officially launch "The Dale Ducote Rolling Strong Program" Highway Transport has partnered with Rolling Strong to provide drivers with an opportunity to participate in a driver wellness program. The initiative is dedicated to Dale Ducote, a 23-year Highway Transport driver who passed away in June 2017. In Dale's honor, the program is named "The Dale Ducote Rolling Strong Program."

\*Rolling Strong is a program only for Highway Transport drivers and not any other type of employee.

Health coaches are going to boss me around and tell me what to do.

Once you reach out to a Rolling Strong driver health coach, they guide you in how to recognize your own behavior. Rolling Strong health coaches help drivers make realizations. Drivers become the experts of their own lives. Health coaches simply guide drivers to the right place to make changes themselves.

Highway Transport is going to collect my health information and use it against me.

No one at Highway Transport ever sees driver health information. Rolling Strong is compliant with HIPPA Health Insurance Portability and Accountability Act. The Dale Ducote Rolling Strong program is simply an opportunity for Highway Transport drivers to take steps toward a life of good health. On behalf of Highway Transport, all truck drivers are encouraged to use Rolling Strong to their advantage. Simply put, Rolling Strong is here to help drivers do the following:

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



January 2018: Kitty + members of Dale Ducote's family visit the Highway Transport La Porte Service Center to help officially launch The Dale Ducote Rolling Strong Program

Dale started driving for Highway Transport over 23 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," says Greg Watkins, Vice Chairman of Highway Transport.

# Willis Haun

by Kenneth Dickey, General Service Manager  
Knoxville Shop

**February 9, 2018** Let's all join together and recognize Willis Haun for a great 27 year run @Highway Transport. Certified tank builder, certified welder at all phases, and machinist. Tomorrow is his last day. This is his going away meal that I prepared for him. His workmanship will be missed and probably unreplaceable.

- ▶ lamb chop
- ▶ ribeye steak
- ▶ sausage ball with boiled egg in the center
- ▶ perch and trout fish
- ▶ smoked chicken
- ▶ smoked sausage w/beans
- ▶ collard greens
- ▶ broccoli cauliflower medley with cheese sauce
- ▶ big baked potato
- ▶ cornbread and rolls



Willis Haun pictured with his special farewell meal prepared by Kenny.



Willis Haun and Billy Lively



**January, 2018** The newest member of the La Porte team...Welcome to the world, Alysén Johnson (daughter of Alvin Johnson, driver)



**September, 2017** The newest member of the Florence team...Welcome to the world, Lucy Marie (daughter of Pat Behne, operations supervisor)

**April, 2018** The newest member of the Chattanooga team... (right) Welcome to the world, Niaouli Unique Pillow (granddaughter of Sha'Leece Pillow, operations supervisor)



Check out this cute Instagram post by Wendy Vinson, wife of Brian Vinson who shares how she organizes their family's cats into stackable bins.



Are you the spouse of a Highway Transport employee? Join the Facebook group "Highway Spouses." Share scenes of family life. Administrator of the group is Ashley, wife of Marshall Franklin.







# A Visit to Mack Trucks

**Macungie, Pennsylvania** - The following Highway Transport personnel:

- ▶ Larry Edwards, Fleet Director
- ▶ Joe Sheldon, Director of Linehaul & Recruiting
- ▶ Hunter Stokely, Tank Wash Supervisor

*View more scenes and video from this trip when you connect to Hunter Stokely on Instagram.*

**@trdprostokely**

traveled to Mack Trucks Assembly Operations where new tractors are assembled. Throughout April, Highway begins taking delivery of 75 Mack tractors. The name of this model is *Anthem*. The group enjoyed seeing the new features and benefits of this model. They also enjoyed a visit to the new Mack Customer Center which has a museum and interactive experience zone.



Larry Edwards consulting with Mack experts about specifications.







photo by Tyler Mulligan

Highway's first 2019  
#MackAnthem  
rolled onto the Knoxville  
yard on April 12, 2018



Joe Sheldon  
Entrance to Mack Trucks Customer Center



Joe Sheldon checks out the new sleeper cab with features drivers enjoy, such as increased height in the sleeper area which allows drivers to fully stand upright. Drivers are able to sit, stand, or stretch with better posture. More efficient storage cabinets + LED lighting. Straps and hooks for storage or connectivity to *Rolling Strong* exercise workout equipment.



Hunter Stokely exploring a special customized patriotic vehicle designed for military

# Safety Awards



**Mark Mead**

Mark Mead, Joliet Regional Driver, received his 2nd year award.



**Stephen Bochar**

Stephen Bochar, La Porte Regional Driver, received his 3rd and 4th year safety awards.



**William Hodge**

McDonough Driver William Hodge received his 1-year safety award.



**Kelly Wyatt**

Kelly Wyatt, Joliet Regional Driver, received his 9 year award (ring and 4 diamonds).



**Jose Reyna**

Freeport Regional Driver Jose Reyna received his 2-year Safety Award.



**Sam Stewart**

Sam Stewart, Knoxville System Driver, received his 11th & 12th year safety awards (diamonds).

**Sent:** Tuesday, January 30, 2018

**Subject:** Durham, NC order

Just wanted to comment that it was reported to me by Angelica / Durham, NC that the driver went above & beyond when this order was delivered & was very pleased. They have also requested that future bulk orders come from McDonough & not Martinsburg. Plant reports there is always some issue when bulk comes from Martinsburg. Thanks & be safe, Max, Territory Manager, Textile Care, ECOLAB

**RE:** Driver is **Khalia Jackson**

—Brenda Skoda, Service Center Manager

From: Polaski, Timothy @ Dow.com  
Sent: Thursday, March 29, 2018 8:45 AM  
To: mdailey@hytt.com  
Subject: SLS Truck Offload  
Hi - wanted to thank Highway Jockey Ed on helping us resolve the SLS T/T offload issue last night. Without his support, we would have lost 8+ hours of production waiting on the delivering carrier to arrive to trouble shoot. Please extend our gratitude and thanks for his help!

Tim Polaski, MBA | Logistics Activity Scheduler  
Dow Coating Materials | The Dow Chemical Company  
Croydon Plant



# Safety Awards

THANK YOU!

## CSA Scores

by Rick Lusby, Vice President of Safety



The Safety department would like to personally thank each Highway Transport driver, Company, and Owner Operator for their part in keeping the Highways safe. Being more attentive and operating your Commercial Motor Vehicle in a safe professional manor has made great strides in making the CSA numbers look great.

These numbers are very important to every employee at Highway Transport, as the numbers are shared with all of our customers, which can help gain more business opportunities for the company. Steve Kitts, Vice President of Sales, states the CSA scores are a vital tool the sales force uses on a weekly basis to share with our customers. This demonstrates Highway Transport's commitment to the safety of our employees, families, and the motoring public.

James Stone

left: Cecil Phillips, Operations Supervisor. right: James Stone, Freeport Regional Driver, receiving his 1st and 2nd year awards.

**What does CSA stand for?** Compliance, Safety, Accountability.

**Where do CSA numbers come from?** Safety data is collected from roadside inspections, crash reports, investigation results and registration details. All this data is then made available on the FMCSA's Safety Management System (SMS) website, which is updated on a monthly basis.

**What's a good score?** The lower the score, the better. If you receive 65 percent or greater in any of the seven categories, you're likely to get a letter from the FMCSA and may undergo further scrutiny. Because hazmat carriers can pose a greater danger to roadways, they must maintain scores below 60 percent to prevent investigations.

**Drivers Remember...** doing a thorough Pre-Trip inspection is key to being safe, and you have a moral obligation to yourself, your family, our customers, and the motoring public to operate your CMV in a safe and professional manner every day.

**Thanks again to Highway Transport drivers. You're the best of the best!**



## Shop Safety Bonus

This shop bonus image was submitted by Doug Vineyard, Knoxville Service Center Manager

left to right:

Tim McConnel, Derrick Lane, Dustin Perry, Jerry Nicely, John McMillan, Gary Richards, Hunter Stokely

Service Center Managers, Submit shop safety bonus group photos to: [communications@hyttlogistics.com](mailto:communications@hyttlogistics.com)

Interesting...

- ▶ Shop safety is governed by OSHA
- ▶ Truck driver safety is governed by Department of Transportation





# Personnel & Personal

## Briann's Mom

*"Well it seems to me that  
Joy and pain are like sunshine and rain"*

—lyric to the song "Joy and Pain" by singer-songwriter Frankie Beverly

**La Porte, Texas** - Barbara and Steven Whitehead's daughter Briann graduated from Pasadena Memorial High School at NRG Stadium in Houston, Texas. Daughter Briann says, "I plan to attend San Jacinto Community College and University of Houston majoring in Early Childhood Education."




In Spring 2017, Barbara and her family celebrated Briann's accomplishment. Barbara began work at Highway Transport La Porte in April 2017 enjoying her new job. Barbara's parents, married 56 years, decided to move from Tennessee to Houston to be with Barbara and her family.


Shortly after Barbara's parents arrived in Houston, her dad fell at Briann's graduation and had to have hip surgery. He never recovered and passed away while Hurricane Harvey was taking place. Barbara says, "He didn't pass away *because* of the Hurricane, but his illness and death *during* the Hurricane was a difficult time."

Hurricane Harvey wreaked havoc over the area. Barbara and Steven's house had only 1 window leak and Briann's car trunk was flooded, but their storage unit was a total loss which included a



*This scene of Barbara was captured at Highway Transport La Porte while RIVR Digital was filming scenes for the 70th Anniversary Video*

 In addition to her work as Highway Transport Operations Supervisor in La Porte, Barbara Perryman Whitehead serves as an admin for the Facebook page Highway Transport LaPorte.

 Also, connect with Barbara on Instagram...

**briannns\_mom99**



*Scene of Sandy Carr and Barbara Whitehead Monday night when the HOT Training group went to dinner.*

motorcycle and most of her parent's belongings. Three weeks later, Barbara's mother passed away unexpectedly. No words can describe how this has made Barbara feel.

Many changes were taking place at Highway Transport's La Porte location...recovery from the Hurricane, changes in leadership. It took a while for everything to get rolling [literally] again.



*left to right: Barbara Whitehead, Greg Huff, Lucian Welch, and Larry Fink loading into the rental van at the conclusion of HOT Training to travel to Nashville airport*

In early January 2018, Barbara attended HOT Training in Knoxville, TN. She traveled with new La Porte service center manager Larry Fink. They flew to Nashville, then they teamed up to share a rental van with Greg Huff and traveled as a group to Knoxville, TN.

On day one of HOT Training, Barbara took a seat next to Sandy Carr (Accounts Payable at Highway Transport Corporate, Baum Drive.)

The two became fast friends and shared an interest in quilts. Sandy Carr is an avid quilter. At the conclusion of HOT Training, Barbara, Greg Huff, Lucian Welch, and Larry Fink traveled in a rental car back to Nashville (in snowy conditions) to catch their flights out of Nashville.

Before heading out Barbara made arrangements for Sandy to craft a quilt. Throughout February 2018 Sandy made the quilt then shipped it to Barbara.



*I'm so excited!! I received this beautiful quilt in the mail today that I had a co-worker make for me to keep in my Jeep! I absolutely love it!!!!!!*



**Nashville, TN** - A very special word of thanks to Jassiman Simms for her oversight and management of all aspects of this annual strategic planning meeting. It was a positive and productive gathering.

## Manager Meeting in Nashville



The Croydon Service Center received the inaugural Highway Transport Shining Star Award for Outstanding Performance. Mike Dailey accepted the star-shaped trophy on behalf of everyone at the Croydon Service Center.

Moving forward, each service center is evaluated quarterly using several metrics including safety, on-time service, efficiency, and financial stability. Croydon not only received the award for Q4 2018, they were the top performing service center for the entire 2017 year. This is why Mike is pictured holding two stars. The annual gathering is a great opportunity for service center managers to share ideas and forecast future projections.

Mike Dailey and Chip Watkins



Mike Dailey and Marshall Franklin



Kyle Lukwinski and Larry Fink



Matt Powell



AJ Adams and Marshall Franklin  
+ Blake Horton



Daniel Davis and Paul Noe



Brenda Skoda and Marie Sellers





# The Future of Tank Wash



**RESPONSIBLE CARE®**  
OUR COMMITMENT TO SUSTAINABILITY

Responsible Care® uses the acronym RCMS. The letters “R-C-M-S” stand for Responsible Care Management System. At Highway Transport, because we deliver specialty chemicals, we personalize this using the acronym QDDMS. The letters “Q-D-D-M-S” stand for Quality Driven Delivery Management System. Highway’s development of QDDMS is a structured way for everyone at the company to not only meet but exceed the requirements of Responsible Care®. To ensure that our company adheres to all Responsible Care® requirements, Highway Transport assembled and trained a team of internal auditors.

Exposure to toxic levels is a constant safety threat. Monitoring chemical fumes and recording data about fumes is crucial. Highway Transport’s internal IT staff collaborates with Honeywell RAE monitor company. To make sure Highway goes above and beyond industry expectations, Highway’s IT programmer Jack Hines has created an online version of our confined space entry process. This new application helps our company move toward paperless features. Simply put, shuffling paper near tank wash zones can become cumbersome. The online process is neater, more efficient. This new workflow is one extra way Highway Transport goes beyond industry expectations to keep equipment accurate, facilities in compliance, and most importantly, keep everyone safe.

## Circle of Influence: American Chemistry Council Member & Partner Supply Chain Responsible Care Conference

**March 6 – 8, 2018**

Highway Transport Vice Chairman Greg Watkins attended American Chemistry Council Member and Partner Supply Chain Responsible Care Conference in New Orleans, Louisiana.

Laura Cyrus, Operations Director of Truckers Against Trafficking, was a presenter at the conference.

As a Responsible Care® member, Highway Transport understands the importance of maintaining the highest Quality Driver Delivery standards.

As a TAT member, Highway Transport is committed to combating human trafficking.



*Responsible Care® is a global initiative that began in Canada in 1984, was enacted by the U.S. chemical industry in 1988, and today is practiced in 68 economies around the world. Participation in Responsible Care is a condition of membership for ACC members and Responsible Care Partner companies, all of which have made CEO-level commitments to uphold the program elements.*



photo by Scott Stahler, Training Development Manager

*The watch is a symbol of Jason’s dedication and loyalty to our company; it is nowhere near as valuable as what it represents. —Greg Watkins*

## Holy Crandaddy!

**Chattanooga, Tennessee** - “Holy Crandaddy” is Jason’s handle on Instagram + the phrase many folks were using in Chattanooga when they congratulated Jason on reaching his 20-year work anniversary. When asked to recollect back to 20 years ago Jason says, “When I think back, all I can see in my mind is my son Matt at 2 years old and my son Michael at age 1; and now all of a sudden,



Jason Cranfield and Marshall Franklin

Matt is 22 and Michael is 21. Matt is doing HVAC, and Michael is studying for his HVAC certification. Co-worker Kenny Barnett adds, “Jason’s son Matt did the heating & air in my home, and it works great.”

Andy Schultz says, “Special bonds at the Chattanooga Service Center have endured for a long time. I have spent time at most service centers, and this place in Chattanooga is what I refer to as *the Mayberry* of Highway Transport. It’s the nicest group of people.”

Stefon Davis and Leonard Steele do a lot of fishing. Jason Cranfield and Kenny Barnett have hiked sections



## 20 Year Jason Cranfield



Greg Watkins and Jason Cranfield



above: Jason with his dad, Steven Cranfield, who surprised his son by being able to attend. The schedule changed at Steven's work, and he was able to be there after all. Steven tell us, "This is not only Jason's 20-year work anniversary; I officially retired from where I work today, so for me, this is day one of my retirement. All of my arrangements and planning and numbers became final at work, so I left and drove straight here to celebrate Jason's day."

Jason's dad Steven also shared with the group the following: As a kid, Jason was really good at racing motorcycles. He was a national motorcycle racing champion in the pee wee division for ages 6 to 7. The motorcycle was a Yamaha 50. Jason was also known to do motorcycle jumps and construct his own jumps.



Kenny Barnett, Stefon Davis, Jason Cranfield, Leonard Steele

of the Appalachian Trail together. Jason and mechanic Richard Collins have gone mountain biking together. Jason says, "We actually do spend time with one another outside of work; but —Kenny can back me up on this—Kenny and I have worked many 60 and 70-hour work weeks. Most of our overtime was spent on tank cleaning services for BASF."

**Amazing Fact:** Andy Schultz and Sha'Leese Pillow teamed up and did some calculations about Jason's 20 Years at the Chattanooga tank wash. Andy said in his speech, "We looked back and tried to figure out how many tanks you've cleaned over your career here at Highway; it's

about 35,000 tanks. I don't remember one that ever got rejected at a shipper."

**Another Amazing Fact:** All four tank wash guys at Highway Transport Chattanooga now have the 20-year Rolex. As of March 30, 2018, it adds up to 166 years of tank wash experience.

If you ever see Jason—which is difficult because he works 2nd shift—offer him your congratulations. Definitely reach out to Jason on Instagram...



 [holycrandaddy](#)

View video scenes from  
this event on Highway Transport's





# Jackie Taylor

*left: Greg Watkins*

*Vice Chairman of Highway Transport*

*right: Jackie Taylor*

*2 Million Mile Driver*

**Knoxville, Tennessee** - James Nicley and Jackie Taylor were formerly drivers for Rohm & Haas in Knoxville, Tennessee. Rohm & Haas is now Dow Chemical. 20 years ago, there were 10 Rohm & Haas Drivers who came to work for Highway Transport. James and Jackie are the last two remaining from the original group of 10.

James says, "Highway Transport notified the 10 of us to be at the terminal on a Saturday at 10:00 am. We worked several hours throughout the weekend to complete our applications and training. Then, on Monday, we all headed down the road. Rohm & Haas never missed a load. For my very first load as a Highway Transport driver, I went to Pennsylvania up Interstate 81."

Jackie adds, "We've got some pretty nice customers we deliver to. There have been a few times when I've gone to a customer and they don't even want you in the building, but that is pretty rare. Most customer sites welcome us."

Jackie Taylor is a two-million-mile driver. He achieved that milestone in 2016.

James recently returned to work after breaking his leg when coming down off a step ladder at home. "Broke it right below the knee," James says, "At first I didn't even realize it was broken, but when I tried to get up and couldn't get up I knew it was bad. Laying around the house liked to kill me."

Kelly Worsham, a 20-year driver who received his Rolex in 2016 stopped by and shook their hands. He said, "Congratulations, fellers."



"Pull on time and deliver on time, that's what we've tried to do," says Jackie.

Both men live out in the countryside surrounding Knoxville. James in the Corryton community and Jackie in Kimberlin Heights near Johnson University. Both men



# James Nicley



*left: James Nicley*

*right: Marshall Franklin,  
President & CFO of  
Highway Transport*

At home, Jackie recently helped his daughter update and remodel her office space. "She has a good job and works from home," Jackie adds "I have two grandchildren and a great grandkid."

When it came time to celebrate their 20-year anniversary, service center manager Doug Vineyard says, "Jackie and James wanted to have the event together at the same time. They hired in on the same day, and they wanted

to celebrate on the same day. Through the years, Jackie and James have always been closely connected. They have each other's mobile number. If you're looking for either Jackie or James, you only have to call one of them. They notify each other. They stick together."

Greg Watkins, Co-chair of Highway Transport made a speech and took the time to say. "You've always been two of the best drivers we've ever had here at Highway. These watches are merely a symbol. What you mean to everyone...that is the real value. Your dedication and hard work is very much appreciated."

Marshall Franklin, President & CFO added, "We're very proud of you for this accomplishment. Very proud."

Many drivers and industry colleagues attended the ceremony. Jackie said, "I'm glad to see everyone, but I need to get back home to get some sleep; I have to be back here to haul a load at midnight."



have grown children who live nearby. James deeded off some acreage to his children and chuckles when he says, "I have them on the property; They are near me, but I don't have to feed them."

*View video scenes from  
this event on Highway Transport's* **YouTube**



# Personnel Announcements



Welcome to **Patrick Childs**, Logistics Manager



**Kerrie Smith** has been promoted from Senior Web Developer to Data Warehouse Engineer. Kerrie has produced countless web-based applications and software processes that have greatly benefitted the company. More recently, Kerrie has been focused on building a data warehouse, which takes all of Highway's myriad data sources, transforms them and turns them into useful, actionable information. She will continue to focus solely on the data warehouse and its expansion and enhancement. Kerrie's new role is crucial as Highway continues to rely on the data warehouse to help drive business decisions and grow the company.



**Blake Horton** assumed the Service Center Manager role in Florence, KY on January 1, 2018. Blake was hired September 09, 2014 as an Operations Supervisor. Over the last 3+ years, he has played an integral role in the success of the Florence Service Center.

**Andy Schultz** is now Director of South Region. Andy has over 28 years of experience at Highway, which is also an amazing accomplishment. Andy has overseen the East region most recently and has a long history in operations at Highway. He has a focus on processes, accountability, customer service, and increasing utilization and financial performance. Andy's combination of skills are a great asset in his new role.



**Chris Jenkins**, our new Director of the North Region, has been at Highway almost 19 years, most recently serving as Florence Service Center Manager for 13 years. Chris's work ethic, dedication to high quality customer service, and employee relationships have all made him successful and a strong asset to Highway operations. Chris, his wife, and two kids will be relocating to Knoxville, TN.



**Barry Hall** is our Director of Tank Wash and Facilities. Barry has over 31 years of experience at Highway, which is an amazing accomplishment. Barry has managed tank washes, facilities, overseen facility expansions, and overseen many operations, including the West Region. With the significant knowledge of our products and tanks, Barry will be a great asset in this role.



**Patrick Behne, Jr.**, Operations Supervisor  
Highway Transport Florence

Welcome to **Brock Wempa**, Dedicated Operations Manager, Highway Transport Garland

**Devin Rogers** joins Highway Transport Logistics Inc. She will be taking on the role of Accounts Receivable Specialist posting our payments, performing customer account reconciliations and working with Collections to provide statements to customers. We are excited to have her join the AR team and Highway family.

Welcome to **Angela Pustelak**, Administrative Support, Highway Transport McDonough

Highway Transport is pleased to welcome **Shannon Hinchey** to the Highway family. Shannon takes on the role of Payroll Coordinator. She will be processing detention, trip lease, contractors, shop time, and other various payroll related duties. We are very excited to have her as part of the payroll team.

Welcome to **James Unruh**, Operations Supervisor at Highway Transport La Porte.



**Larry Fink** joins our management team in La Porte, TX. Larry is our new Service Center Manager in La Porte. Larry has an extensive background in transportation operations management, logistics coordination, and a strong working knowledge of the chemical bulk industry.



**Mark Your Calendar:**  
National Truck Driver  
Appreciation Week is celebrated annually  
during the month of September.  
This year in 2018  
#NTDAW is scheduled for  
**September 9 - 15**





**Brandon Crenshaw**, Operations Supervisor  
Highway Transport Florence  
**Angela Opyd**, Operations Supervisor  
Highway Transport Joliet



**Jean Anne Dugger**, Highway Transport  
Director of Human Resources, has been  
promoted to Vice President of Human Resources  
and Development and will be reporting to  
Marshall Franklin. Jean Anne has excelled in her  
position as Director of HR, and this promotion is  
well deserved.



Welcome to **Scott Saulnier** in the role of Learning  
and Development Manager. Scott comes to  
Highway Transport after spending 15+ years in  
corporate marketing, video production, training,  
social media content, and animation. Scott is a  
graduate of the University of Alabama with a B.A.  
in Communication with a Major in Advertising/  
Graphic Design. Scott will be responsible for the  
development, implementation, and production  
of company training videos for drivers, general  
service employees, and office staff.



**Cecil Phillips**, Operations Supervisor  
Highway Transport Freeport

Welcome **Rhonda Mulkey** to Highway Transport  
Logistics in the role of Safety Compliance Support.  
Rhonda has a background in manufacturing  
and hazardous materials management and has  
completed her Master's Degree in Occupational  
Safety & Health at Columbia Southern University.

**Jassiman Simms** has joined the Highway team as  
Executive Assistant to the President. She comes to  
Highway with experience in both trucking and rail.  
She is a great addition to our team.

## Health Savings Account

*Is your Highway Transport health insurance  
deductible more than \$1,350?*



If you answered "yes" then you will be glad to know  
Highway Transport offers a Health Savings Account.

Use your Health Savings Account to set aside money to pay for medical  
expenses. This is great for paying your

- ▶ deductibles
- ▶ copayments
- ▶ many medical expenses (*even for things like GasX from Walgreens*)

Having an "HSA" helps you lower your overall health care costs.

### Some really cool things about an HSA:

You put money in, and you keep it. Your funds roll over year to year if you don't  
spend them. The money adds up over time. It earns interest. The interest is not  
taxable.

### Another cool feature of the HSA:

You can invest it and make your money grow. Highway Transport's HSA  
provider is named **HSAbank**. **HSAbank** lets you invest using  
TD Ameritrade Brokerage or DENEVIR Mutual Funds.

### Three Quick TIPS:

1. Always use your **HSAbank** card as "credit" (*not debit*) to avoid a fee.
2. Stop contributing to your HSA six months before you plan to apply  
for Social Security retirement benefits.
3. In a retail setting (*for example, GasX from Walgreens*), check out  
using your **HSAbank** card at the cash register located in the pharmacy.

**Lucian Welch** comes to us from KAG with over  
30 years in our industry. He was Director of  
Louisiana and will oversee Highway's Louisiana  
growth strategy. He has extensive experience  
with isocyanate transportation, a new product  
line we are transporting. We have some huge  
goals set for Geismar, and are excited to have  
Lucian on board to help us get there.

Welcome **Billy Thibodeaux** to our team in  
Geismar, LA. As Operations Supervisor in Geismar,  
his duties will include driver management,  
equipment coordination, and customer service.  
Billy has an extensive background in the chemical  
bulk industry and bulk logistics coordination.

Welcome **Ashley Coussou**, Operations Supervisor  
in Geismar, LA.



# Social Media Scenes



@trdmadstokely working like a #Highway #OG #boss #straightoutta #knoxville #knoxrocks #tankwash #tank #wash #trucking #tankertrucking in #Tennessee #Drive4Highway #highwaytransport Best looking #fleet on the road #shiny #clean #tankertruck #specialtychemicals #logistics we have our own #mechanics #technicians #transportation #liquidbulk Visit Drive4Highway.com 1-800-800-5856



Great talking with Stephen in #florenceall #kentucky before he headed over to #joliet #illinois #highwaytransport #truckdriver #professional #classy #friendly #trucking #tankertruck #specialtychemicals #liquidbulktransportation #tank #logistics #chicagoland #bluetruck #talent #safetyfocused #qualitydriven Visit Drive4Highway.com or call 1-800-800-5856



The #light on this spectacular #trucking #tankertrucking yard image by @jOhnboy79 WOW #highwaytransport #tanker #tankertrailers #truckingyard #ontheyard #truckdriver #blue



Beautiful #africanviolet African Violet in Florence, KY near Cincinnati. Highway driver Julie Duncan meticulously cares for a large plant stand in the driver room.

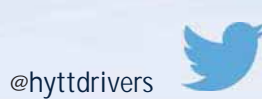


Jan 2nd Great to see Michael's smiling face on this arctic evening #truckdriver #tankertruck #joliet Visit Drive4Highway.com



Social Media: **Reminder...Never operate any type of mobile device while behind the wheel.**

Highway Transport drivers get to experience the great USA from a perspective that most people will never know or understand. Social Media is the perfect platform for drivers and employees to share day-to-day scenes. Highway Transport uses these networks for good, whether it is to showcase beautiful images or share positive messages with the world. Most employees are familiar with Facebook and Twitter and YouTube. Look for Highway's presence to expand into Facebook Groups, Pinterest, LinkedIn, and Snapchat.







The best fabricator Highway has! Walt wanted me to take a picture of him striking an arc on the new presolve tote that will be headed to Highway Transport's facility in Croydon, PA when he mounts the pump and gets the piping done. Should be completed next week! These things work wonders on the interiors of our trailers. It sends a hot cleaning product into the trailer at 140 degrees and makes the latex stuck on the walls softer so it will come off a lot easier. #welding #walt #knoxrocks #knoxville #Tennessee #Trucking #tankertrucking best #mechanics #fabricators #welders in the #truckingindustry #Drive4Highway #HighwayTransport

## Devon Mitchell's Expanded Role

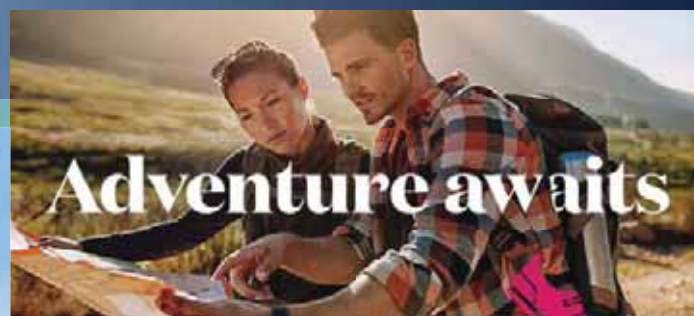
Devon Mitchell (a.k.a @pure\_blanco\_duramax) is doing a great job helping to grow Highway Transport's social media presence on Instagram. Under the guidance and supervision of Doug Vineyard, Devon raises awareness of shop & tank wash by posting shop and tank wash scenes. Devon also played a crucial role in the Highway Transport 70th Anniversary video. Recently, Devon captured, posted and hashtagged the above scene of Walt Satterfield fabricating in the Knoxville shop.



Prepare to be Inspired Devon works 3rd shift in the Knoxville tank wash, and he provides a glimpse of zones that few people are privileged to view. Devon consults with Service Center Manager Doug Vineyard about which images are appropriate to reveal for public viewing. Devon operates the newest Highway Transport Instagram account. He is a spiritual man who helps everyone experience the most beautiful sunrises that occur on the Knoxville tanker truck yard. Discover Devon's moments of hard work and inspiration when you visit the following Instagram.

**hyttcommunications**

Highway Photos— Photos from the top talent in the #tankertrucking #trucking industry. Liquid bulk transportation since 1948!



## Aetna Get Active<sup>SM</sup> Ready, Set, Go Challenge

Of Course You Know This Means War April 23rd– June 17th

### \*REWARDS

Last year's Aetna Get Active<sup>SM</sup> step counting activity entitled "Walk Across Europe" spanned across all companies in Watkins Associated Industries. It was not only fun, it sparked off an unholy level of competition among Watkins brethren.



**WATKINS**  
ASSOCIATED INDUSTRIES, INC.

This year, the step-counting battle amps up with even more exciting features and prizes. In honor of Highway's 70th Anniversary, let's do this!



\$50 Weekly Raffle Drawing for Participants who log their steps weekly



### TOP INDIVIDUAL OVERALL

1st place - \$400

2nd place - \$300

3rd place - \$200



### TOP TEAM OVERALL

1st place - \$50 per team member

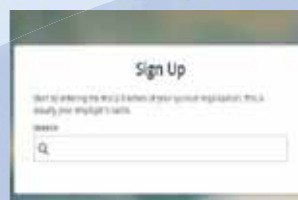
2nd place - \$40 per team member

3rd place - \$30 per team member

All prizes will be awarded at the end of the challenge. You must complete the 8 week program and be an active employee to be eligible to win.

### Step 1. Register to participate

[join.virginpulse.com/aetnagetactive](http://join.virginpulse.com/aetnagetactive)



Search for Watkins Associated Ind.

Fill out the online form, then click "submit"

Check your inbox for the confirmation Email.



### Step 2. Login to the platform

[member.virginpulse.com](http://member.virginpulse.com)



### Step 3. Bust it! Participate, walk, and enter your steps.

Need support? Call: (833) 525-5786 from 8 a.m. – 9 p.m. EST Monday through Friday, or email: [aetnagetactive@virginpulse.com](mailto:aetnagetactive@virginpulse.com)



# Happenings



## Mike Wins Bike

Congratulations to Michael Liggett of Highway Transport's Florence Service Center. Mike is the winner of the Biometric Screening Mountain Bike drawing. It was exciting when the mountain bike arrived at the service center. It was in a big box. Kevin Steenken took the Diamondback mountain bike out of the box, assembled it, rode the bike 1 trip around the Florence shop floor, then presented it to Mike.

e-mail to Maureen Dennis-Wilbert from industry colleague at Dow Chemical

Hi Maureen, Just wanted to say I have enjoyed working with you and really do hope our paths cross again in the future. You are by far the best in the business!!!

Warmest regards,  
The Dow Chemical Company  
Customer Service Rep. - Polyurethanes  
Midland, MI

## Field Trip

Employees in the Pricing & Collections Department at Highway Transport's Corporate location in Knoxville enjoyed rare glimpse of operations at a service center. With the recent addition of new employee Devin Rogers, the department decided she should become familiar with the activities and processes that take place on the trucking yard. Doug Vineyard provided the group with a tour. Angel Kinsler (pictured right) enjoyed climbing behind the wheel of one of the new Mack Anthem tractors.



## Bubba Gets Fun New Collar

Highway Transport Freeport cat named "Bubba" with the Highway logo on his collar



## Sade's Sweet 16 Kenny's Sweet 60<sup>th</sup>

Kenneth Dickey provides updates on his granddaughter Sade and her outstanding performances as a dancer and actress...and she is only 16 years old! Here is a tablescap from Sade's Sweet 16 Celebration. Below is a picture of the cake from Kenny's 60th surprise birthday. Kenny says, "Some from the class of 1976 showed up to the party."



## The Two Jerrys

Driver Managers Jerry Noland and Jerry Searce share a November birthday...and a cubicle at Highway Transport Knoxville service





## January

Daniel Behrendt  
Billy Joe Bishop  
Bobby Booth  
Jose Collado  
Brian Crockett  
Edwin Diaz  
Mark Dickens  
Derek Duchamp  
Ronald Dunlap  
Mark Ellis  
Morad Farah  
Michael Fletcher  
Bruce Frost  
Eric Frost  
Louis Harris  
John Hill  
Steve Hittinger  
David Horeis  
Chris Jenkins  
Mark Johnson  
Alvin Johnson  
Andrew Johnson  
Glen Keen  
Marlon Kellyman  
Derrick Lane  
Carey Livingston  
Stephen Lusk  
Leslie Malone  
Dale McClanahan  
Patrick McGinnis  
Scott McQuade  
Michael Mitchell  
Rhonda Mulkey  
Josh Payne  
Imantas  
Petravicius  
Denis Propin  
Dexter Ratliff  
Francisco Rodriguez  
Jassiman Simms  
James Smith  
Tressa Smith  
Kevin Steenken  
Melton Tennelle  
Vernon Tero  
Darius Woodley  
Kelly Worsham

## February

Edward Adair  
Ernest Bell  
Billy Cash  
Steven Cranfield  
Larry Duncan  
Roy Flores  
Logan Gibson  
Lydia Halda-Alija  
Beverly Henderson  
Randall Holland  
Harry James Miller  
Scott Nussbaum  
Richard Chad Parker  
Thomas Ratliff  
Daisy Rosales  
Jerry Simpson  
Kerrie Smith  
John Spear  
Thomas Stanford  
James Earl Stone  
Edward Terry  
Brian Vinson

## March

Stanley Patrick Andreika  
Pat Behne  
Doug Bishop  
Stephen Bochard  
Martin Brown  
Damon Butler  
Patrick Childs  
Cody Clarke

Michael Dailey  
C.D. Davis  
Kenneth Dickey  
Wendy Drummer  
Joseph Gainey  
Robert Gibbs  
Arnulfo Gonzalez  
Angel Kinsler  
Lateshia Lane  
Billy Lewis  
Billy Lively  
Jesse McCullouch  
Jerry Nicely  
John Norwood  
Cecil Phillips  
Harold Randolph  
Bill Reagan  
Carl Rhodes  
Devin Rogers  
Samuel Sharp  
Timothy Spina  
Joseph Stewart  
Lonnie Surgener  
David Weidner  
Michael Wynne

## April

AJ Adams  
Darren Angelo  
Darrell Artis  
Fredrick Bennett  
Artis Buckley  
Patrick Burnett  
Christopher Cardea  
David Coleman  
Antonio Cruz  
Stefon Davis  
Rob Farmer  
Okemi Fields  
Steven Foster  
Sheree Hamlin  
Clinton Harrison  
Jack Hines  
William Hodge  
Lanny Howell  
Andrew Johnson  
Michael Jones  
Thomas Robert Larson  
Joe McMullin  
Vincent Alexius Meschievitz  
Christopher Miller  
Karim Mojtahedi  
Linh Nguyen  
James Nicley  
David Owens  
Richard Paden  
Dennis Pfeifer  
Sha'Leece Pillow  
Steven James Planck  
Matt Powell  
Dennis Resetar  
Thomas Rice  
Aslian Rrapaj  
Donald Seaton  
Joshua Simpson  
Jackie Sledge  
Michael Stropp  
Darrell Underwood  
James Unruh  
Travis Vessel  
Ronald Welch  
Demarco Woody  
Jerry Young

## May

Pete Ballard  
Felbert Lynn Cagley  
Shawn Casey  
Tedd Covington  
Robert Crist  
David Davidge  
Wyatt Dockery

Jean Anne Dugger  
Paul Garbett  
George Patrick Graham  
Amar Harouz  
Maximiliano Ibarra  
Don Kite  
Michael Krescanko  
Robert Kubicek  
Logan Laug  
Charles Liverance  
Jason Longenecker  
Rick Lusby  
Randall McLeod  
Tyler Mulligan  
Richard Mullins  
Christy Paul  
Damon Pipkins  
Angela Pustelak  
Gregory Alan Quaresima  
Brian Reid  
Tony Riggins  
Jose Antonio Rivera  
Hank Sweatman  
Richard Tuders  
Ryan Varnadoe  
Doug Vineyard  
Katina Whittington  
Robert Willis  
Michael Winslow

## June

Robert Albersson  
Fred Baker  
Henry Brown  
Stephen Clayton  
Ashley Coussou  
Dennis Davis  
Floyd Elzie  
Marshall Franklin  
Walt Gamble  
Elvin Haynes  
Zulton Henderson  
Pamela Holt  
Blake Horton  
Khalia Jackson  
Timothy Lee McConnell  
Charles Milliner  
Devon Mitchell  
Ronnie Nelson  
Michael Orlicek  
Louis Palmer  
Merly Pleasants  
Edmund Pollitt  
Frank Lee Rawls  
David Rudan  
Kenneth Salmon  
Kevin Soucy  
Vernon Staten  
Daniel Talerico  
Tammy Thompson  
Edwin Tice  
Jeffrey Waring  
Robert Earl Warner  
Dennis Williams  
Jesse Yawn

## July

Michael Blochowski  
Walter Steven Burger  
Corey Chauvin  
Peter Cordell  
Robert Cueva  
Norbert Dejesus  
Anthony DeLeo  
Michael Jude Des Parois  
James Eden  
Larry Edwards  
Eric Ely  
Stephen Falkner  
Robert Fant  
Tom Frain  
John Franklin

Thomas Freeland  
David Garza  
Steve Graven  
Logan John Hill  
Andre Hunter  
Lonnie Jennings  
Robert Kline  
Kyle Lukwinski  
Aaron Matthews  
Jonathan Mells  
Billy Morgan  
Thaddeus Netherton  
Paul Noe  
Dustin Perry  
Michael Riley  
Alfredo Rodriguez  
Becky Sanders  
Tim Sheahan  
Alen Smallovic  
Richard Stiehl  
William Stone  
Mark Stucky  
Lydell Summerville  
Kenneth Tyler  
Timothy White  
David Williams  
Jeff Womble  
Marco Anthony Zabala

## August

Michael Bigler  
David Breedlove  
Brandon Crenshaw  
Maureen Dennis-Wilbert  
German Esteve  
Allen Freeman  
James Hegland  
Darryl Hunter  
Ricky Hutto  
Michael Isaacs  
Andre Jones  
Jim Kinney  
Jesse Kirk  
James Kyle  
Allen Lanham  
Mike Liggett  
Deidre Lorenzano-Bavonese  
Gregg Lott  
Tony Dale Marshall  
Michael Andre Monroe  
Christina Nolan  
Russ Osley  
Richard Peterson  
Michelle Rayfield  
Duane Regnier  
Chad Roberson  
Kathy Rock  
Doug Scales  
Andrew Spain  
Leonard Steele  
Greg Watkins  
Lucian Welch  
Barbara Whitehead  
Robert Earl Williams  
Robin Wilson  
Jonathan Yob  
Kevin Yohe

## September

Don Anders  
Blake James Baker  
Kenny Barnett  
Ronald Booker  
Ronald Byrd  
Sandra Carr  
Maurice Dawson  
Rosendo DeLaRosa  
Nam Do

Anthony Early  
Johnson Alex Eller  
David Ervin  
Darla Ferguson  
Michael Gilvin  
Dennis Hanson  
Emileigh Harmon  
Edward Heard  
Daryl McClenton  
Carlton Darcel McFarland  
Irey Merritt  
Christopher David Norris  
David Parr  
Billy Ray Picket  
Robert Joseph Randalls  
James Robich  
Carlos Rodriguez  
Andy Schultz  
Brenda Skoda  
Joseph Smith  
Jose Solis  
Samuel Square  
Gerald Sullivan  
Richard Talient  
Scott Tugman  
Marco Velez-Alvarez  
Brock Wempa

## October

Adrian Alanis  
Justin Black  
Ronald James Brady  
Ronnie Bridges  
Steve Broussard  
Kevin Cameron  
Richard Collins  
Mark Daugherty  
Charles Deery  
Elizabeth Dick  
Anthony Dodd  
Eric Doyle  
Shawn Driver  
Julie Duncan  
Donald Alan Edwards  
Tim Farmer  
Kenneth Ghea  
Carol Guinn  
Michael Hall  
Kenneth Harris  
Jarmom Harris  
Shannon Hinchey  
Milton Hofstetter  
Steve Kitts  
Scott Lowder  
Victor McCullum  
Alan McFarland  
John McMillan  
Joel McRae  
Jennifer Myers  
Mike Overton  
Matthew Parker  
John Paschal  
Brian Roberts  
Wilhelm Salewski  
Walt Satterfield  
Scott Saulnier  
Joe Sheldon  
Russell Kenneth Shockley  
John Troughton  
Anthony Michael Tucci  
William B. Watkins  
Lawrence Williams  
Kelly Wyatt

## November

Adrian Alanis  
Lawrence Acosta  
Mario Bargonetti

Damian Barrientes  
Brandon Bolen  
Greg Boone  
Eddie Brown  
Robert Celia  
Angela Corbett  
Daniel Davis  
Dan Dufner  
Donald Ray Elder  
Larry Fink  
Jason Gonzales  
Andrew Green  
Ronald Hagler  
Barry Hall  
Todd Helms  
Ernest Holloway  
Joel Hubbard  
Michael Hunt  
Adrian Martinez  
Daniel McClain  
Anthony McDonald  
Michael McIntosh  
Mark Meads  
David Meyers  
Allen Millican  
Jory Myles  
Jerry Noland  
Angela Opyd  
Juan Ortiz  
Michael Petersen  
Jerry Powell  
Jose Quijada  
Thomas Rannala  
Kevin Ray  
Theophilus Sample  
Jerry Searce  
Todd Schrebe  
Walter Joseph Smith  
Greg Sarah  
Samuel Stewart  
Hunter Stokely  
Jerry Szmuc  
Larry Tinch  
Don Wilkerson  
Clarence Woods

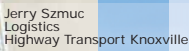
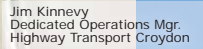
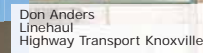
## December

Erick Adames  
Wayne Andrew Bryan  
Jeremy Bynum  
Billy Crawley  
Thomas Foster  
Drew Gassett  
Greg Huff  
Cliff Irons  
Edwin LaFour  
Kenneth Mahlman  
Robert Mallett  
Abdul Mannan  
Jeremi Matczak  
Joseph Melbrod  
Malcom Mitchem  
James Partridge  
Brent Pavey  
Joe Pence  
Gerald Pope  
Joshua Regnier  
Kwan Reynolds  
Gary Dean Richards  
Robin Smith  
Leeland Stephenson  
Jackie Taylor  
Jimmy Thacker  
Billy Thibodeaux  
Peter Vickery

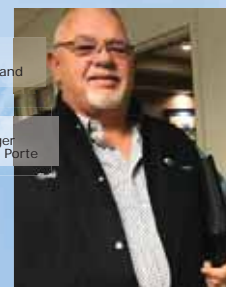
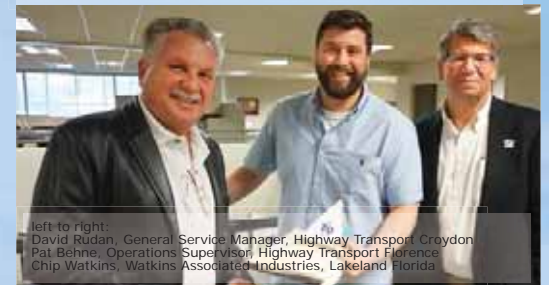




# HOT Training



bottom row left to right:  
 Dale McClanahan, Central Driver Manager, Highway Transport Knoxville  
 Elizabeth Dick, Accounting, Highway Transport Corporate  
 Robin Wilson, Recruiting, Highway Transport Knoxville



HOT stands for Highway Organizational Training. The next HOT training will take place June 24, 25, 26 and 27.



# Years of Service

## 43 Years

Glen Keen

## 35 Years

Larry Duncan  
Larry Edwards

## 33 Years

William B Watkins

## 32 Years

Billy Joe Bishop  
Barry Hall  
Joe Pence

## 30 Years

Greg Watkins

## 29 Years

Andy Schultz

## 28 Years

Stefon Davis

## 26 Years

Billy Lively  
Leonard Steele, Jr  
Lonnie Surgener  
Doug Vineyard

## 25 Years

Beverly Henderson  
Bill Reagan

## 24 Years

Ernest Holloway  
Christy Paul

## 23 Years

Kenny Barnett

## 22 Years

Don Anders  
Don Kite  
Rick Lusby  
Michael Stropp  
Lydell Summerville  
Kelly Worsham

## 21 Years

Eric Frost  
Dennis Williams

## 20 Years

Steven Cranfield  
Mike Liggett  
James Nicley  
Duane Regnier  
Jerry Searce  
Jackie Taylor

## 19 Years

Chris Jenkins  
Joe Sheldon

## 17 Years

Billy Crawley  
Walt Gamble  
Carol Guinn  
Thomas Freeland  
Steve Kitts  
David Weidner

## 16 Years

Kenneth Dickey  
Jerry Noland  
Kathy Rock

## 15 Years

Joel Hubbard  
Darryl Hunter  
Aaron Matthews  
Jerry Nicely  
Dennis Resetar  
Wilhelm Salewski  
Brian Vinson

## 14 Years

Bruce Frost  
Robert Randalls  
Dexter Ratliff  
Walt Satterfield

Kenneth Tyler  
Kelly Wyatt

## 13 Years

Mark Dickens  
Wyatt Dockery  
Paul Garbett  
Sha'Leece Pillow  
Gary Richards  
Kevin Steenken  
Jerry Szmuc

## 12 Years

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

## 11 Years

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

## 10 Years

Michael Blochowski  
Martin Brown  
David Coleman  
Floyd Elzie  
Morad Farah  
Jim Kinney  
Alan McFarland  
Billy Morgan  
Matt Powell  
Kenneth Salmon  
Theophilus Sample  
Doug Scales  
Gregory Sorah  
Sam Stewart  
Edwin Tice

## 9 Years

James Brady  
Robert Crist  
Tim Farmer  
Dennis Hanson  
Greg Huff  
Andrew Johnson  
Kenneth Mahlman  
Robert Mallett  
Michael Mitchell  
John Paschal  
David Rudan

## 8 Years

Edward Adair  
Pete Ballard  
Ronnie Bridges  
Richard Collins  
Pete Cordell  
Daniel Davis  
Ronald Dunlap  
Donald Edwards  
Donald Elder  
Todd Helms  
Michael Hunt  
Jesse Kirk  
Victor McCullum  
Michael Monroe  
Mike Overton  
David Owens  
Billy Pickett  
Gerald Pope  
Josh Regnier  
Tony Riggins  
Todd Schrebe

Jackie Sledge  
Richard Tallent  
Jonathan Yob

## 7 Years

Justin Black  
Stephen Bochard  
Ronald Booker  
David Breedlove  
Maureen Dennis-Wilbert  
Alex Eiler  
Marshall Franklin  
Steve Graven  
Sherree Hamlin  
James Hegland  
Andre Jones  
James Kyle  
Jesse McCulloch  
Harry Miller  
Chad Parker  
Brent Pavey  
Antonio Rivera  
Melton Tennelle  
Jeff Womble

## 6 Years

Eddie Brown  
Ronald Byrd  
Steve Hittinger  
Dale McClanahan  
Juan Ortiz  
Richard Paden  
Louis Palmer  
James Partridge  
Merly Pleasants  
Michelle Rayfield  
Gerald Sullivan

## 5 Years

Lawrence Acosta  
Fred Baker  
Michael Bigler  
Patrick Burnett  
Erick Ely  
Thomas Foster  
Drew Gassett  
Cliff Irons  
Derrick Lane  
Jennifer Myers  
Thaddeus Netherton  
Dennis Phelifer  
Thomas Rannala  
Michael Riley  
Carlos Rodriguez  
Hunter Stokely  
Terry Edward  
Richard Tuders

## 4 Years

Allen Adams  
Adrian Alanis  
Damian Barrientes  
Bobby Booth  
Henry Brown  
Wayne Bryan  
Kevin Cameron  
Sandra Carr  
Robert Celia  
Cody Clarke  
Antonio Cruz  
Mark Daugherty  
Rosendo DeLaRosa  
Julie Duncan  
James Eden  
Mike Gilvin  
Arnulfo Gonzalez  
Michael Hall  
Edward Heard  
John Hill  
William Hodge  
David Horeis  
Blake Horton  
Edwin LaFour

Charles Liverance  
Stephen Lusk  
Tony Marshall  
Jaremi Matzak  
David Parr  
Harold Randolph  
Aslan Rrapaj  
Joseph Ryan  
Hank Sweatman  
Larry Tinch  
John Troughton

## 3 Years

Allen Adams  
Darrell Artis  
Doug Bishop  
Brian Crockett  
Wendy Drummer  
Darla Ferguson  
Michael Fletcher  
George Graham  
Andrew Green  
Lydia Halda-Alija  
Zulton Henderson  
Randall Holland  
Michael Jones  
Angel Kinsler  
Logan Laug  
Randall McLeod  
Scott McQuade  
Mark Meads  
David Meyers  
Christopher Miller  
Devon Mitchell  
Tyler Mulligan  
Michael Orlicek  
Russ Osley  
Matt Parker  
Edmund Pollitt  
Frank Rawls  
Francisco Rodriguez  
Daisy Rosales  
Vernon Staten  
Joseph Stewart  
James Earl Stone  
Daniel Talerico  
Pete Vickery  
Clarence Woods  
Jerry Young

## 2 Years

Tedd Covington  
Dennis Dailey  
Michael Dailey  
David Davidge  
Norbert Dejesus  
Derek Duchamp  
Jean Anne Dugger  
German Esteve  
Rob Farmer  
Tom Frain  
John Franklin  
James Gibbs  
Logan Gibson  
Amar Harouz  
Khalia Jackson  
Andrew Johnson  
Billy Lewis  
Deidre' Lorenzano-Bavonese  
Kyle Lukwinski  
Daniel McClain  
Carlton McFarland  
John McMillan  
Christina Nolan  
Christopher Norris  
Steven James Planck  
Jose Quijada  
Thomas Ratliff  
Becky Sanders  
Tim Sheahan  
Jerry Simpson  
John Spear

Samuel Square  
Richard Stiehl  
Scott Anthony Tugman  
James Varnadoe  
Robert Warner  
Katina Whittington  
Robert Williams  
Michael Wynne  
Marco Anthony Zabala

## 1 Year

Stanley Patrick Andreika  
Blake James Baker  
Ernest Bell  
Brandon Bolen  
Christopher Cardea  
Corey Chauvin  
Patrick Childs  
Stephen Clayton  
Robert Cueva  
C.D. Davis  
Maurice Dawson  
Edwin Diaz  
Anthony Early  
Mark Ellis  
Stephen Falkner  
Robert Fant  
Larry Fink  
Roy Flores  
Allen Freeman  
Joseph Gainey  
Ron Hagler  
Kenneth Harris  
Louis Harris  
Jack Hines  
Milton Hofstetter  
Pamela Holt  
Ricky Hutto  
Maximiliano Ibarra  
Michael Isaacs  
Lonnie Jennings  
Marlon Kellyman  
Michael Krescank  
Robert Kubicek  
Lateshia Lane  
Allen Lantham  
Robert Larson  
Carey Livingston  
Scott Lowder  
Leslie Malone  
Joe McMullin  
Joel McRae  
Joseph Melbrod  
Irey Merritt  
Vincent Alexius Meschievitz  
Allen Millican  
Charles Milliner  
Malcolm Mitchem  
Karim Mojtahedi  
Rhonda Mulkey  
Ronnie Nelson  
John Norwood  
Josh Payne  
Dustin Perry  
Michael Petersen  
Richard Peterson  
Irmantas Petravicius  
Cecil Phillips  
Damon Pipins  
Carl Rhodes  
Chad Roberson  
Brian Roberts  
James Robich  
Alfredo Rodriguez  
Samuel Sharp  
Russell Kenneth Shockley  
Jassiman Simms  
Joshua Simpson  
Alen Smailovic  
Joseph Smith

Robin Smith  
Tressa Smith  
Kevin Soucy  
Timothy Spina  
Thomas Stanford  
William Stone  
Vernon Tero  
Jimmy Thacker  
James Thibodeaux  
Tammy Thompson  
Anthony Michael Tucci  
Darrell Underwood  
Marco Velez-Alvarez  
Travis Vessel  
Jeffrey Waring  
Lucian Welch  
Tim White  
Barbara Whitehead  
Don Wilkerson  
Lawrence Williams  
Robin Wilson  
Michael Winslow  
Darius Woodley  
Demarco Woody  
Jesse Yawn  
Kevin Yohe

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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



# Howard Immenhort Retirement

Howard Immenhort and Greg Watkins



## 29 Years

Whether you call him "Big H" or simply "H," everyone at Highway wishes this driver all the best in his retirement.



Ron Brady, Howard Immenhort, and Ross DeLaRosa



Howard Immenhort and Glen Keen



Howard with Jean Anne Dugger and Sheree Hamlin



Kathy Rock, Howard, Kenneth Dickey, Angela Corbett

Everyone put on big smiles all around because when it came time for speeches, "H" gave these specific instructions... "Don't make me cry."



## HyttDrivers.com

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



## Highway Transport Colors



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

## Goodyear: **WATKINS** Tire Purchase Program

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

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**8680**  
in the login area to gain access.

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Visit the dealer locator at:  
[www.goodyearfleetnetwork.com](http://www.goodyearfleetnetwork.com)



# Scott Ennen Retirement

## 23 Years

Vice President of Safety Scott Ennen (pictured below) retired after 23 years. His knowledge and experience is greatly appreciated. In November 2017, Scott's family, including Scott's grandchildren + several colleagues, attended a lunch congratulating Scott and wishing him the very best.

photography by Todd Helms & Paul Noe



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 **HIGHWAY30!** when you check out. You will see prices go down during your checkout process.

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Step 2 — Be sure to use the promotional code **HIGHWAY30!** when you check out. You will see pricing go down during your checkout process.

**New!**

Dunbrooke Soft Shell Jacket  
Understated Highway Transport sleeve embroidery.  
Versatile water-resistant performance fabric for all seasons. Great for dressing up for business or casual for wearing with jeans.

Use this promo code:

**Highway30!**







## Highway History

**Chip Watkins, Vice Chairman**

*I still have this Mack Truck from my family's first fleet. It has a gold Mack bulldog hood ornament.*

What's the difference between a gold Mack bulldog and a silver Mack bulldog? A gold Mack bulldog hood ornament indicates that the vehicle is 100% Mack. A silver Mack bulldog indicates the vehicle is not 100% Mack. Highway Transport tractors typically feature silver bulldogs because Highway specifies a different rear end. Our company uses the Eaton rear end.

*That is the story about the Gold vs. Silver Bulldog. But the real story that means the most, is why it belonged to our father.*

My father was progressing through the ranks of the company Watkins Motor Lines. My Grandfather met with him and told him he was doing a good job but could not progress any further until he knew what it was like to be a driver.

So, our father said he wanted to learn more about what a driver goes through on a day to day basis. Our Grandfather told him to go see a particular person at the Mack dealership and pick out a truck. After a year and a half of driving to Illinois, Missouri, Indiana, Wisconsin, Ohio and Iowa, our father reviewed what he had learned from driving, then continued his progression within the company.

