



HIGHWAY TRANSPORT Highway Highlights



sunset scene: December 12, 2018

2018: A Time of Improvement, Expansion, Equipment, Fun & Fellowship

Can you believe 2018 is far away in the rearview mirror? We celebrated and commemorated throughout 2018. Highway's 70th Year was one of those milestones that became more about the future than the past. Highway Transport's professional system truck drivers enjoyed the arrival —throughout spring & summer— of 75 of the newest Mack Anthems added to our fleet. Highway's first Anthem rolled onto the Knoxville yard on April 12th.



As a company, we began 2018 by launching a special commemorative video. We celebrated in small ways throughout 2018 with fun items such as hats, pins, stress balls, cooling towels, and keychains. We saw major infrastructure improvements such as paving and remodeling. The future plan is to increase business throughout the southeastern U.S. Specifically, expansion is expected to take place in Louisiana near Geismar service center and in Lake Charles, LA.

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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 *discontinued...*
 - Drive4Highway.com
- NEW:**
 ▶ Visit HYTT.com
 ▶ Driver Portal

– 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

Milestones

Highway Transport is pleased to announce a new program acknowledging your time with the company.

Starting in 2019, we are celebrating employees with increments of 5 years tenure. Employees will be offered a wide variety of items in recognition of each milestone.

As a qualified employee, you will receive an email containing a selection of items from which to choose.

These items are presented as a symbol to show our appreciation and honor your time with Highway Transport.

The most meaningful aspect of these milestone items... your hard work and dedication.

The 20-year Milestone at Highway Transport is celebrated with the Rolex watch. This is an important event. The watch is presented by Highway Transport top-tier leadership in a special ceremony.



TAT



Highway Transport is a gold level sponsor of the organization widely referred to as "TAT" which is an acronym for "Truckers Against Trafficking."

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! My family—the Watkins Family—



has a solid legacy in the trucking world. Our chemical tanker drivers have many specialized skills. They are everyday heroes with the deepest commitment to protecting others. I'm proud to add TAT awareness to our set of skills. — *Greg Watkins, Vice Chairman*

HYTT.com

Be on the lookout for a new corporate web presence...the re-design of HYTT.com. The last new corporate website was launched in June 2015, and it is time for an updated look and more in-depth information. Enjoy more video content + a helpful zone for drivers.



On the Cover:

Sunset scene from a recent video shoot for Highway Transport's training department. A special word of thanks to the Knoxville shop who ensures that all equipment looks shiny for the camera.

Duane "Mort" Regnier 20-year Rolex

December 5, 2018 Joliet driver Duane Regnier goes by the name "Mort." The name on his shirt is "Duane," however everyone knows him at "Mort."

The Rolex is only a token. It is nowhere near the value of what Mort means to all of us at Highway Transport. The watch symbolizes our appreciation for his commitment to our company, our family, and all employees.

Greg Watkins says, "I thank you Mort so much for being here for so long and puttin' up with us."

Gracious as ever, Mort replies, "Well, that goes both ways."



Mike Dailey: What follows is a 6/14/18 message from a former dispatcher that worked for me at Delaware Express, and we both worked at Matlack.

George K: Just paced this driver got ten miles nb 95 mm 70-80 in md. Perfect following distance, no unnecessary lane changes, put on his 4/ways at the back of the traffic jam. Super driver.



6/18/2018

Tom Rannala,

I want to thank you and congratulate you for your professionalism while operating your Tractor/Trailer on 6/14/18.

Tom, we receive a motorist compliment on 6/14/18 stating they had followed you 10 miles, and you had kept the proper following distance, made no unnecessary lane changes, and when approaching a traffic jam, you engaged your 4-ways to warn traffic behind you.

I appreciate you stepping up as a safety leader to make a difference in our company, and industry.

Thanks, Rick Lusby
Vice President of Safety & Quality

Just wanted to follow up with you. We had an incident here last week on Friday 11/23/2018.

We made a mistake when loading one of your tankers bound for Artesia, NM for Baker Hughes. Your driver, Rob, was very professional and courteous in helping us find solutions to our problem. With his help we were able to work our way through the problem relatively quick, and I would like to recognize him for his efforts.

Any opportunities I see, I will gladly share with you guys thanks again!

Matthew K.
Allegheny Petroleum Products Co.

Personnel & Personal

Please join me in congratulating **Brenda Skoda** on her promotion to Strategic Account Manager. Brenda has been the Dedicated Operations Manager working with Ecolab in McDonough, GA for over 10 years. We are excited to have Brenda on the sales team.

— *Steve Kitts*



Brenda Skoda on her first day in 2007



Please join me in welcoming **Victoria Caldwell** as Strategic Account Manager. We are excited to have Victoria on the Sales Team.

— *Steve Kitts*



I wanted to take a moment to announce the start of new Operations Management Trainee **J.T. Torbett**. J.T. is a recent graduate of the University of Tennessee, Knoxville, with a B.S. degree in Supply Chain Management. Please join me in welcoming J.T. to the Highway Family, and to the Operations Team.

— *Andy Schultz*



For those of you that may not have heard, **Ken Price** has been hired to run our NEW Pittsburgh Operation. Ken has over 20 years Tank Truck experience, all working in the Pittsburgh area. We have been servicing this location out of Florence and Blake and his team have done a tremendous job, but our strategy long term is to have someone onsite to help establish Highway as the go to Carrier for our shippers in the Pittsburgh

area. We have rented an office space at Quala Wash in Coraopolis, PA and as of this week, Ken Price has officially taken over the Pittsburgh operation. Please refer to Ken for any new or old business-related items.

— *Andy Schultz*



Chris Johnson



Tim Drakeford

We have had added two new members to the HTC family recently, who will both be working with the Dedicated Ecolab account. First, **Chris Johnson** started with us in December out in Garland, and is working as an Ops Supervisor under the direction of Brock Wempa.

Secondly, **Tim Drakeford** started in mid-January 2019 and will serve as our Dedicated Ops Manager in McDonough.

Both gentlemen bring trucking experience to their new roles. Please join me in welcoming both to the company! Looking forward to successful times ahead. — *Andy Schultz*

Kerrie Smith and wife Pam welcomed a new grandbaby on October 3, 2018. Raelyn Elizabeth Milsaps.



Graduation

Devin Rogers - Accounts Receivable Specialist, Highway Transport Corporate: Evan Rogers, my son Easton Rogers and me. I graduated with an associate's degree in Accounting from Roane State Community College.



Please join me in welcoming **Thomas "Tommy" Vaughn** as Logistics Coordinator. Tommy joined our logistics team in June 2018.

— *Marshall Franklin*



Please join me in welcoming **Rebecca "Becky" Sanders** Highway Transport Knoxville team as Logistics Coordinator. Becky worked at Highway Transport Chattanooga as Operations Supervisor for 2 years, 2016 - 2018. She also worked at

Highway Transport Petroleum in Knoxville from 1996 to 2007 as Operations Supervisor, then as Sales Manager 2007 - 2012. — *Marshall Franklin*



2006



Please join me in congratulating **Chris Jenkins** in his new role as Director of Operations, North Region.

— *Marshall Franklin*



I am excited to announce that **Emileigh Harmon** has been promoted to Driver Recruiter. Emileigh has been a recruiting coordinator for Highway since April 2018 and has done a great job in her role. Please join me in congratulating Emileigh in her new position at Highway Transport!

— *Joe Sheldon*

Jose Solis A new baby girl for la Porte driver Jose Solis and his wife, Luise. Ashlynn Solis was born in Houston, TX on 1/29/19 at 23:25 weighing in at 7.15 lbs. and 52.5 centimeters long. All are ok just worn out.



Kathy Rock This is my granddaughter Adelaide Dare, born 11/15/18 at 9:27pm weighing at 6 lbs 10 oz and 12 inches long.



Ashlynn Solis with her dad's Highway cap



Shannon Hinchey Proud parents, Shannon & Andrew, along with big brother Trevor, are excited to announce the birth of Hunter Charles Hinchey. Hunter was born 11/16/18 and weighs 8 lbs. 6 oz and 19 inches long.



Shannon and baby Hunter attending Christmas lunch at Baum.



Mike Dailey in Croydon: My first grandchild. Timothy Marc Marini. Born 9:42 am 1/3/19. 8 lbs 2 ounces and 21 inches long. Parents Bridget (my daughter) and Steve Marini.



Steve VanLenten and wife Brandie VanLenten in La Porte: Austin Robert VanLenten. Born on 1/17/19 at 12:44 pm 8 lbs. 8 oz and 20 inches long. Mom and baby are doing well.



What is a highi Station?



September 2018: A self-health check station is a kiosk where you can quickly measure your Weight,

Body Mass Index (BMI), Pulse and Blood Pressure. Knowing these basic biometric numbers is the first step to self health awareness. Rolling Strong's partner, highi, has over 11,000 stations nationwide, and the Rolling Strong APP has a locator that can tell you where the closest station is from your current location.



Do you want to improve your health, but don't know where to start? Reach out to Rolling Strong.

Rolling Strong offers personal one on one wellness coaching and help you set some goals to improve your health. There are many lifestyle changes we can help you make that can go a long way to reverse and or prevent onset chronic disease. To contact a Rolling Strong Coach, call 913-551-0106 or email coachme@rollingstrong.com



All Highway Transport employees are encouraged to participate in Rolling Strong wellness coaching. It is free, helpful, and the competitions are fun. Florence Driver Darrell Underwood connected with a health coach, used the app, and won a tablet.

Highway Transport's Rolling Strong wellness program is officially named "The Dale Ducote Rolling Strong Program" in memory of 23-year Highway driver Dale Ducote who passed away in June 2016. Dale's wife Kitty encourages all Highway employees to join Rolling Strong.

Brenda,

I wanted to take some time to thank Brian Melbrod for a job well done last Thursday. He delivered a load of MIP BC to Miller Brewery in Trenton, OH last Thursday. This was the historic first load EVER of Ecolab caustic to the brewery! The conditions outside were very harsh and Brian still performed his job safely and professionally! We ran into some adversity when a valve froze up on the second compartment and he was able to trouble shoot the issue and correct the problem with zero negative impact to my customer. Please consider this as a letter of gratitude and recognition for a job well done for his personnel file with your Human Resource Manager.

Michael B.
Food and Beverage
Ecolab Inc.

Marshall, Mark, & myself had a 2018 year end review With the Basf Wyandotte plant. BASF was very complimentary of Mark and the job he and his drivers are doing to service them and their customers. We ended up with a 98.55% on time percentage for the year. They had zero Customer complaints and congratulated Mark for having zero NCM's – Customer Non Conformances. We were their only carrier to accomplish this.



Shout Out

Chris Jenkins
Director of Operations,
Northern Region



Mark Daugherty
Wyandotte
Service Center



Mark Daugherty

I wanted to pass this information along. One of the outside carriers I deal with (Patterson Trucking) was telling me about the great job the employees were doing at the Chattanooga Tank wash. The 2 employees that assisted him were Jason Cranfield and Kenny Barnett. He informed me that this is one of the reasons why Highway Transport is such a great company to work with is because of its employees. I wanted to make sure that these 2 gentlemen were recognized for this.

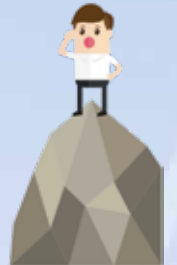
This helps Logistics as well to know when outside carriers come in they look forward to working with our employees and appreciate them the same way we do. Also, when I spoke with Robert Patterson, he was extremely impressed that we had folks working at our tank wash for over 20 years.

Shout Out

Tommy Vaughn
Logistics Coordinator



Jason Cranfield
Kenny Barnett
Chattanooga Tank Wash





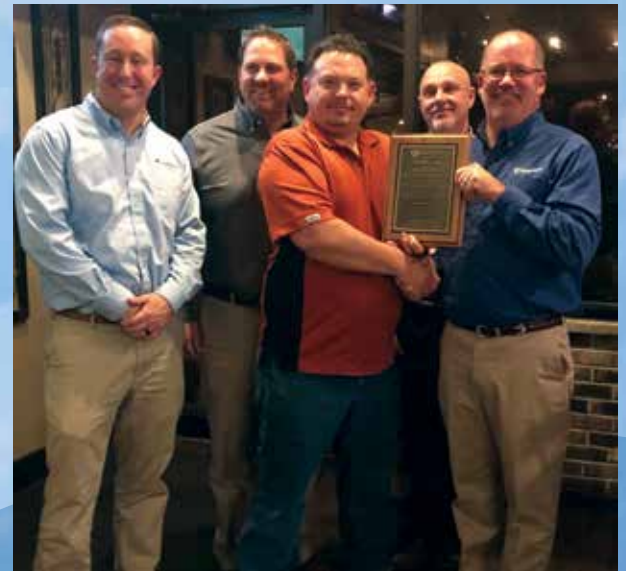
2008: Kankakee Driver Kelly Wyatt 3 Year Safe Driving Award

One Million Miles - Kelly Wyatt



December 4, 2018: Joliet Driver Kelly Wyatt and his family + Highway Transport leaders met for a special dinner to celebrate Kelly Hyatt's One Million Mile Award.

"The motoring public is safer because of excellent drivers like Kelly Wyatt. His safe operation of a commercial motor vehicle for over a million miles is a feat that very few drivers achieve. His name will have a special place of honor on the new 'Wall of Honor' at Highway Transport Corporate," says Rick Lusby, Vice President of Safety and Quality. "It is a special moment when we can get to know Kelly plus meet his wife Georgette and children Britney Ann and Clay. Highway Transport appreciates everything they do—as a family—to lift Kelly up and support his career at Highway."



Follow your heart

Are you the spouse of a Highway employee?

Join the Facebook group "Highway Spouses." Share scenes of family life. Administrator of the group is Ashley, wife of Marshall Franklin.



rainbow image captured by Marshall Franklin and shared in "Highway Spouses" facebook group



I am excited to announce that **Larry Edwards** has been promoted to Vice President Fleet and Maintenance. This promotion is well deserved as Larry is dedicated to improving our equipment, from purchasing to maintenance, and overall processes and culture at Highway. He is a resource to our industry and participates in various professional groups tasked to improve safety and performance. Please join me in congratulating him on this great recognition of his outstanding work! — *Marshall Franklin*

Croydon Driver Joel McRae (p.16) and wife Tamara have been married 13 years. "Tamara has a good system for keeping things organized while I'm away; she keeps our daughter on track for success." Joel and Tamara's daughter is in the National Honor Society. She is a cheerleading captain and keeps her grades high. Her dream is to become a neonatal physician, and she has been applying to ivy league schools. She is also considering attending University of Delaware and William Penn.

Mike Liggett 20-Year Rolex

November 9, 2018 Lead Tank Cleaner Mike Liggett received the 20-year Rolex, which was presented by Greg Watkins, Vice Chairman. Chocolate cake with chocolate icing from local favorite Emerson's Bakery was served to the large group on hand to celebrate Mike's milestone. Mike and wife Melanie live only 7 miles away from the Highway Transport service center in Florence, Kentucky. Mike's



Mike Liggett, wife Melanie, daughter Kaitlin

Daughter Kaitlin was glad to be able to attend. She works nearby at a Veterinarian office.

Former service center manager Chris Jenkins says, "I was here 13 years with Mike. He's a great, dedicated guy. He was here when I first came to Highway, and he taught me everything."

Rick Lusby, Vice President of Safety says, "Mike's leadership here is impressive. He shares his knowledge, which helps make everyone better."

Manager Blake Horton adds "Mike has helped me tremendously. He takes a lot of stress off my plate. Hopefully we can grow and manage this site and take it higher to the next level. I can't thank him enough."



Mike Liggett and Greg Watkins



Mike: All of these pictures being taken. I don't even let my own family take pictures of me. Daughter Kaitlin says, "Oh, I take pictures of my Dad all the time when he's unaware, such as sleeping or eating. It has become a hobby for me to capture scenes of my dad in everyday moments. He doesn't always like when I do that, but then we laugh together at the funny ones...like when I get a good one of him chewing or talking and the picture looks really awkward. He laughs along with me on the really weird ones."

Shout Out

Victoria Caldwell
Strategic Account Manager

Larry Fink
La Porte Service Center

Joey Kirk
La Porte Operations Supervisor

Greg Watkins
Vice Chairman



Date: Thursday, December 20, 2018 11:07:54 AM
To: Marshall Franklin; Steve Kitts; Andy Schultz
Subject: Recognition for Larry Fink/Victoria Caldwell/Joey Kirk

Morning, I just wanted to send a nice email about how great it's been to work with these three. Dow won some business for the filling of a new LNG facility in Hackberry, LA (train 1 is about 18 trucks, which is what we are finishing up). The business I work for within Dow takes a very hands on approach to these projects. We highly value these types of projects from a revenue standpoint, so they receive quite a bit of attention. Larry accompanied folks from Dow on the site visit and both Larry/Victoria attended daily/weekly calls with the customer leading up to the fill date. This pretty above and beyond from my vantage point. While the volume is small, we had quite a few curve balls thrown our way with the customer. Curve balls like: not offloading trucks as expected the first day due to customer's own internal permitting issues, language barriers and expediting shipments that was not planned. Joey really worked the magic behind scenes with our third party facility making sure those real time changes could be met with drivers and equipment. Everyone wasn't just taking the "do what Dow wants", they all provided valuable feedback from both a offloading expertise/safety concerns as they arose. I wish I could provide you with the drivers who also delivered these loads, they are critical piece to the success we have here. If Highway has a mechanism to recognize Larry/Victoria/Joey, they are very deserving it based on everything they've had to do.

Gavin T. | Dow Oil, Gas and Mining | Global Planner | The Dow Chemical Company | Midland, MI

send a *Shout Out!* to:
communications@hytt.com



One Million Miles - Jerry Powell



Greg Watkins, Jerry Powell, and Marshall Franklin



left to right: Brandon Crenshaw, Operations Supervisor; Marshall Franklin, President & CFO; Jerry Powell, Million Mile Driver; Chris Jenkins, Director of Operations, North Region; Greg Watkins, Vice Chairman; Rick Lusby, Vice President of Safety & Quality; Blake Horton, Florence Service Center Manager.



Jerry Powell, Florence Million Mile Driver



Jerry Powell, Florence Million Mile Driver and Blake Horton, Florence Service Center Manager and Photo Bomber

November 9, 2018 On the evening of November 9th, a small group of Highway Transport folks and Florence-based driver Jerry Powell celebrated Jerry's Highway Transport milestone...the Million Mile Award. The million mile achievement is such a rare feat, especially in the tanker trucking world.

"I'm especially grateful to be able to spend some time with Jerry," says Greg, "Jerry has worked not only for Highway Transport, but also for Watkins Motor Lines. Jerry took the time share his history with the Watkins organization. He has a lot of good advice for our new leaders."

Kenny's Mom

Revisiting a *Highway Highlights* article originally published in 2007

Kenny's Mom Commemorated in Civil Rights History



Minnie Ann Dickey Jones stands next to her sculpture, which is part of a national monument consisting of 12 life-size sculptures that depict African American teens as they made their historic walk from their neighborhood to Clinton High School back in 1956.

May 17, 2007 | Clinton, TN -- Highway Transport Shop Supervisor Kenneth Dickey escorted his mom to the historic ceremony where Tennessee Governor Phil Bredesen unveiled 12 life-size sculptures that depict African American teens as they made the historic walk from their neighborhood to Clinton High School in August of 1956. When the bronze statues were unveiled, members of the crowd of more than 600 people gasped with joy and applauded. Caroline Wilson sang the hymn, *I'm Still Holding on to His Hand*. Students from Clinton Elementary attended, so that they could witness history in the making. The students of Clinton Elementary showed their support for Alfred Williams, who recently retired after working at their school for many years.

The group of students is known as "The Clinton 12." Kenny's mom, Minnie Ann Dickey Jones, is one of the Clinton 12, and she is pictured above standing next to her sculpture. This is one of the most important national monuments in the United States. Not only is this project important in terms of its civil rights history, but it is also one of the largest figurative sculpture displays in the United States. The bronze sculptures commemorate the 50-year anniversary of the desegregation of southern public schools. The museum is called the Green McAdoo Cultural Center and is located in downtown Clinton, TN. The museum recounts the story of how The Clinton 12 changed history.

After the unveiling ceremony, Kenneth Dickey and his family escorted Minnie Ann to major fundraiser for the Green McAdoo Cultural Center and Museum. For more information or to make donations, visit www.greenmcadoo.org.

Names of The Clinton 12: Jo Ann Allen, Bobby Cain, Theresser Caswell, Minnie Ann Dickey, Gail Ann Epps, Ronald Hayden, William Latham, Alvah McSwain, Maurice Soles, Robert Thacker, Regina Turner, and Alfred Williams.

2018

August 25, 2018 A ceremony was held at Green McAdoo Cultural Center to officially become associated with the Tennessee State Museum System and the U.S. Civil Rights Trail. In 1956, Clinton High School became the first public school in the south to desegregate. The history of "The Clinton 12" is the main focus at Green McAdoo Cultural Center.

The Clinton 12 Monday, August 26, 1956, twelve African American students met at Green McAdoo School. My mom was part of that student group. The group is known as "The Clinton 12." The students walked together to Clinton High School. The group was escorted by local supporters to shield them from protesters. Mob violence had to be overcome, and the violence was mostly overcome by local citizens. My mom played an important role--and continues to have an important role--in civil rights history.



All twelve of the gang. Their sculptures are beautiful.

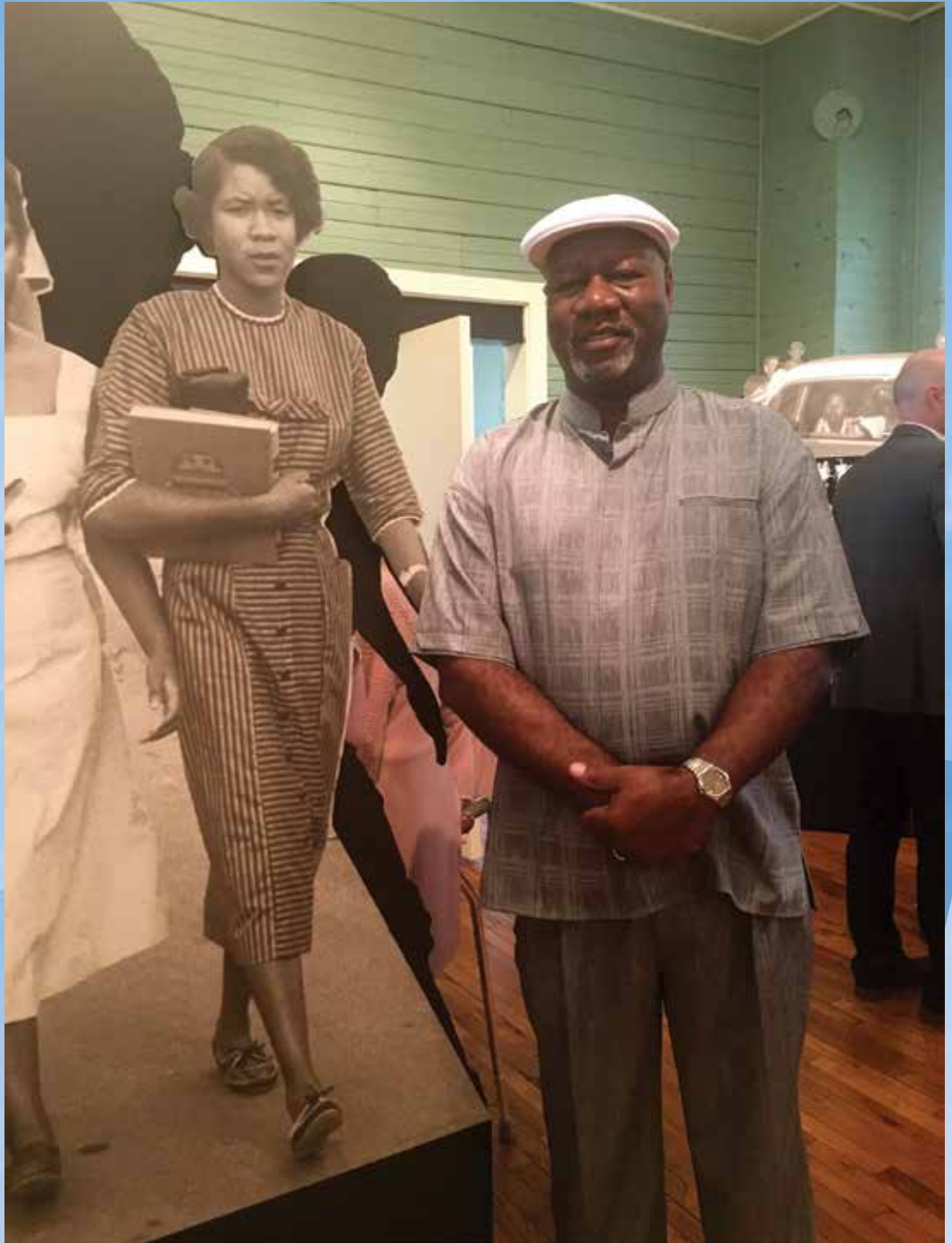


by *Kenneth Dickey, Shop Manager*
Highway Transport Knoxville Service Center

Minnie Ann Dickey Jones

Holding mom's bronze hand.

The state took over funding for the museum, ceremony last Saturday, August 25th. They don't have to rely on donations anymore to keep it open.



Mom leading the way in 1956 down the hill to a massive mob at Green McAdoo - One tough woman along with the other 11 students. She went when her own brothers wouldn't attempt the journey.



Mom far right with dark top.

Rosa Parks standing in front of the tree to the left

Two Million Miles - Lydell Summerville

Lydell Summerville: A nice autumn evening in Chattanooga was a great time for honoring Lydell Summerville and Dexter Ratliff. Company leaders enjoyed getting to know Lydell's family. Marshall Franklin and Greg Watkins were grateful to present each man with a plaque commemorating their outstanding achievements:

Dexter - One Million Miles
Lydell - Two Million Miles

Lydell was especially proud to have his son Alex by his side. Alex also attended the 20-year Rolex ceremony back in 2016.



Marshall Franklin and Lydell Summerville



Lydell Summerville and his son Alex



Lydell Summerville, wife Jacqueline, and son Alex.



Lydell Summerville



Rick Lusby, Vice President of Safety & Quality, officially presenting two million mile plaque to Lydell.



2016: a scene from when Lydell was presented with the 20-year Rolex in Chattanooga. Alex and Lydell Summerville, and Greg Watkins



Rick Lusby
Lydell Summerville
Lydell's wife Jacqueline

One Million Miles - Dexter Ratliff



Dexter Ratliff



Marshall Franklin and Dexter Ratliff

Dexter Ratliff: Marshall Franklin says, "I'm so grateful for Dexter. He represents the top talent in our driving fleet. The roads are safer when drivers like Dexter are at the helm."

Dexter also serves from time to time as a driver trainer. His guidance and insights play an important role in Highway's training program. For many years, Dexter worked as a Knoxville regional driver. He hauled many loads to and from Knoxville's Dow Rohm and Haas plant. In 2016, Dexter re-located to Chattanooga.



Rick Lusby, Vice President of Safety & Quality, officially presenting million mile plaque to Dexter.



Daniel Davis, Chattanooga Service Center Manager and Greg Watkins, Vice Chairman

2015: a scene from when Dexter helped with a photo shoot of Highway Transport equipment. Here, he poses next to one of the day cabs that was used on regional loads.
Photo by Don Anders.



Fun Fact: Highway Transport's Snapchat Bitmoji is based upon the likeness of Dexter.

Safety Awards



left: Freeport Operations Supervisor Cecil Phillips
right: Chris Norris 2-year Jacket



left: Knoxville Driver John Norwood receives belt buckle
right: Driver Manager Jerry Noland



scene from the Joliet shop



Tim Farmer, System Driver
out of Knoxville, received his
2nd year Safety Award on
Friday July 27th



left: Kenneth Harris 1st
year safety award belt
buckle
right: Lucian Welch,
Geismar Service Center
Manager



July 2018 Larry Edwards and Marshall Franklin checking
out the new Freightliners

Shining Star Awards

January 27, 2019: Service center managers gathered in Nashville to kick off 2019 and finalize a strategic plan for the year. Shining Star Awards were given out by Marshall Franklin, Highway Transport President & CFO. Service centers are evaluated quarterly using several metrics including safety, on-time service, efficiency, and financial stability.



Marshall Franklin & Larry Fink



Larry Fink, La Porte Service Center Manager

Award of Excellence
Outstanding Performance
La Porte Service Center
4th Quarter 2018



Mike Dailey, Croydon Service Center Manager

Award of Excellence, Outstanding Performance
Croydon Service Center
2nd Quarter 2018
3rd Quarter 2018
For the Year 2018

THANK YOU!

Adrian Swanson

Rick Lusby, Vice President of Safety & Quality



Safety is always priority one at Highway Transport, and we are especially honored that Adrian Swanson is following safe practices and using his stop work authority to prevent unsafe operations.

We look forward to gathering with our colleagues at Exxon Mobil to honor Highway Transport's own Adrian Swanson. He is truly a hero.

La Porte Driver Adrian Swanson



I am not sure if you heard about an offloading matter we had at the end of January where your driver Adrian Swanson arrived to deliver some Isopar L to one of our customers and the customer wanted to air offload this product. Adrian used his good judgement and his stop work authority by saying he would not air offload the product as it was not safe due to the product being flammable. He then contacted Highway who contacted Exxon and after checking with our SSHE and quality personnel, were told that air offloading this product could result in an explosion. Thanks to Adrian, we prevented a very serious outcome of happening.

Exxon would like to recognize Adrian's safe attitude by taking him out for lunch on February 19th. We do not wish to make him feel pressured to do so as we understand that sometimes he might have work and it might not be possible and interesting for him to skip that. So, we want to leave it open for him to say no is he cannot make it, not an issue at all. We will be sending him a gift either way and a letter for this great safety mindset.

We are really pleased to have him representing Exxon at our customers and we really appreciate our partnership with Highway.

Looking forward to seeing you on the 18th at the Stewardship!

Best Regards,
Overland Transportation Coordinator
Global Supply Chain
ExxonMobil Chemical Company

Highway Organizational Training "HOT"



January 2019 Highway Transport's Internal Professional Development Training Class left to right: JT Torbett, Management Trainee (Knoxville); Ken Price - Service Center Manager (Pittsburgh); Angela Pustelak - Operations Supervisor (McDonough); Victoria Caldwell - Strategic Account Manager (Baum); Christin Johnson - Operations Supervisor (Garland); Robert Liggett - Operations Supervisor (LaPorte); Bryant Arceneaux - Tank Wash Supervisor (LaPorte); James Unruh - Operations Supervisor (LaPorte); Stephanie Henley - Driver Recruiter (Knoxville)



June 2018 Ashley Coussou - Operations Supervisor (Geismar); Tessa Thomas - HR Coordinator (Baum); Shannon Hinchey - Payroll Coordinator (Baum); Calvin Walters - Accounting Manager (Baum); Tommy Vaughn - Logistics Coordinator (Knoxville); Devin Rogers - Tariff/AR Specialist; Brock Wempa - Dedicated Operations Manager (Garland); Emileigh Harmon - Driver Recruiter (Knoxville); Scott Saulnier - Learning and Development Program Manager (Baum)

National Truck Driver Appreciation Week





Joliet: Joe Sheldon and JR

Joliet: This is a good image of Joe Sheldon and JR captured by Maureen Dennis-Wilbert. JR is a mechanic at Highway Transport's Joliet Service Center. Every year he takes a vacation day to cook for Driver Appreciation. He devotes his time, money, equipment and Bertha (his grill.) The past 2 years Marshall helped cook; this year Joe Sheldon assisted. Highway Transport would like to officially recognize what JR does every year for this company and the drivers. He's an amazing guy...and a talented grillmaster.

Shout Out

JR, Mechanic
Joliet Service Center

Greg Watkins
Vice Chairman



Knoxville: David Owens and Mark Mitchell



La Porte: Larry Fink, Marshall Franklin, Larry Edwards



Florence: Blake Horton and Malcom Mitchem



Florence: Paul Noe



Florence: Matt Powell

Highway Transport University



Pre-trip inspection video being captured. Brian Vinson demonstrates the protocol for opening the dome lid.



Pre-trip inspection video being captured.



Videographer John Stewart (left) and Highway Transport Training & Development Manager Scott Saulnier (right) loading equipment after a day of capturing scenes.



December 2018: There is a need for Highway Transport's training department to create its own safety and training videos. The scenes above show Highway's own Brian Vinson demonstrating the steps for a pre-trip inspection on a Highway Transport tanker unit. Training Content Manager Scott Saulnier has been capturing scenes and developing the curriculum. In the near future, incoming drivers will be able to watch a training video that was filmed using Highway's equipment, then take a quiz. Using Highway's new learning management tools, Scott will

be able to keep track of who has watched each video, who passed a quiz about the video and where improvement may be needed. As drivers know, Highway Transport has very specialized equipment configurations.

Rick Lusby, Vice President of Safety & Quality says, "At Highway Transport, we provide customized solutions for chemical companies. Standard off-the-shelf training videos do not address the unique training scenarios needed for a custom tanker unit hauling specialized chemicals. Having Scott Saulnier on the safety team to address our unique training scenarios will go a long way toward Highway's commitment to continuous improvement. We already have the top driving talent in the tanker trucking industry. Having our own videos will help us fine tune everyone's skills."

Scott Saulnier says, "Each full-length video will be shown in training class. The videos for the classroom will go in-depth on details. Certain videos can be edited down to a short version. There are times when a driver may need to watch a short video snippet on their mobile device. A short "micro" version can sometimes be shared with a wider audience. This is why people have a lot of respect for Highway, we are always reaching out to share information with the motoring public. We also have a commitment to reach out and share helpful videos with local first responders in the communities surrounding our service centers nationwide."

Wendy Drummer who manages social media content for Highway Transport adds, "Most people today use video for everything. Using videos is the most powerful way Highway can engage any audience-whether it is a potential driver looking to see what we're all about;

whether it's a customer who is curious about our culture, videos are becoming a major factor for communicating any type of Highway Transport message."

Paul Noe, Director of IT, says, "Here at Highway, we post compelling images containing happy people and smiling faces and great-looking equipment. Our average engagement rate for a nice image on Instagram is about 30 likes. Our engagement rate when Wendy posts a video is 300 to 600 likes. Even though Highway Transport is a 70+ year old company, we are known throughout the trucking industry for our agility and forward thinking when it comes to technology. Creating our own videos improves safety. It increases our engagement with top driving talent. Increasing our video output folds directly into the company's strategic plan for growth and expansion."



Paul Noe, Director of IT



Videographer John Stewart (right) capturing video of Highway Transport driver Tom Frain (left.) In this video, Tom discusses the finer details of landing gear and landing



A special word of thanks to Eric Ely, Safety Supervisor, who works behind the scenes at each video shoot in the role of SME (Subject Matter Expert.) Eric oversaw each video shoot to ensure that scenes are in compliance with policies and procedures. See Eric's photography p.43)

1992



Butch Layman 20-year Rolex

September 2018: "If you try to call him Grover he won't answer you...he goes by "Butch," advises Jerry Searce, driver manager for Butch Layman. Butch is an owner operator for Highway Transport. Most of his loads are dispatched from the Chattanooga service center. Greg says, "Your loyalty means WAY more than this watch. I can't even begin to imagine how many deliveries you've made for us over the years."

Throughout his career, Butch has owned a green Kenworth, a maroon Freightliner, a blue Volvo, and a white Freightliner. Joe Sheldon asks Butch, "You've probably got two more trucks to go?" And Butch just



Marshall Franklin and Butch Layman

Butch Layman



Jerry Searce and Butch Layman



Greg Watkins and Butch Layman



Butch Layman and Becky Sanders



2007
service award



laughs.

Steve Kitts, who used to be the manager in Chattanooga says, "Butch and I go back a long way. When we first met, Butch and I both worked for a trucking company named Yunger Brothers. It's good

to see him get the 20-year Rolex. Well done!"

Butch was preparing to take a load to St. Louis. He says the thing he has enjoyed the most is getting to know customers. He is familiar with many customer sites and has many friends. One customer that comes to mind is a man he had a difficult time getting to know. A fellow driver advised Butch, 'if you want him to speak to you, you have to bring the guy a Dr. Pepper.' "So," Butch says, "I brought him a Dr. Pepper and he



Showing Our Commitment to Safety



**HIGHWAY
TRANSPORT**

#SafeandSound2018

**SAFE +
SOUND**



Week August 13-19, 2018

below: group image of the Highway Transport team at Baum in Knoxville, Tennessee



Safe + Sound Week is a nationwide event to raise awareness and understanding of the value of safety and health programs that include management leadership, worker participation, and a systematic approach to finding and fixing hazards in workplaces. Highway Transport was pleased to support Safe + Sound Week, August 13-19, 2018. As a company, Highway participated by hosting The Highway Hazard

Hunt. Employees were encouraged to capture and share images of the following:

- someone who inspires you to work safely every day.
- an image of your hardhat or a piece of safety gear. Take a picture and send it to your manager.

During this time, each day of safety was celebrated, and employees were encouraged to tell management of something that might possibly be unsafe.

**Hazard
& Risk
Hunt**



preparedness:
Keeping cab of tractor
clean + safety gear
nearby.

left: Todd Helms wearing a cooling towel during extreme heat for safety + being mindful of body temp and dehydration.



above: group image of the Highway Transport team in La Porte, Texas



above: group image of the Highway Transport team at Amherst in Knoxville, Tennessee



above: group image of the Highway Transport team at the shop in Knoxville, Tennessee



above: Glen is cleaning the work area after pulling out the previous job —Knoxville, Tennessee Shop



left: This is my inspiration for doing things that are right things to do. Safety is a big part of it.

—Alan Smailovic
Highway Transport
System Driver



above: a photo from Allen who says "Safety is to protect myself and others. Our customers take notice!"

left: JT, Highway Transport mechanic wearing eye protection.

right: At Highway Transport in Joliet, Illinois, Ron says, "This is why I work safe...my grandkids."



below: Safety Training Manager Scott says—These are the reasons that I am safe every day. Let's keep it Safe & Sound!

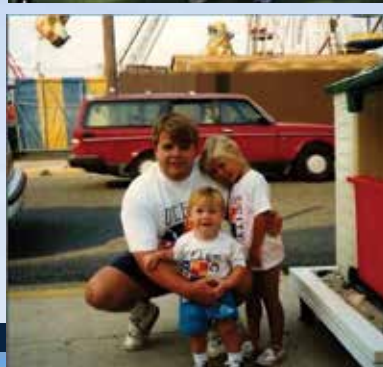
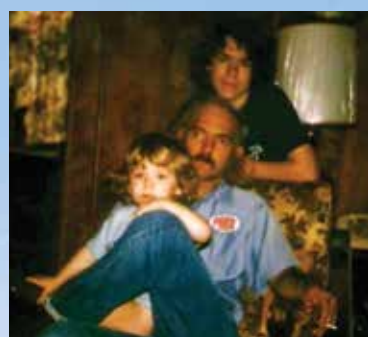


Knoxville Service Center Manager Doug Vineyard says—Stopped by the service center. Everyone was safe and sound following policy and procedures in shop and tank wash. Told all the guys I was very impressed to see everyone was working safely. Captured group photo of this great group of 3rd shift guys which we don't get to see very often.



#HighwayDads

We had a fun Father's Day activity on Instagram. Employees participated in the #HighwayDads photo contest. The pictures kept coming until midnight Monday, June 18th. Employees posted their highway dad images on Instagram with the hashtag #HighwayDads. The winner was randomly drawn on June 19th. The winner of the first annual Highway Dads Instagram Photo Contest was Jerry Noland. Jerry won a \$100 gift certificate to the Highway Transport company store HyttStore.com. When asked what he was going to purchase, he replied, "a pair of skinny jeans."



Chili + Cornbread Cookoff



October 2018: Tommy Vaughn and Christy Graves were blue ribbon winners of the Chili and Cornbread Cookoff at Highway Transport Knoxville Service Center. Employees savored lunchtime flavors and cast their ballots. Tommy won the blue ribbon for chili. Christy won for best cornbread.



Game: Can You Match a Name with Each Face?

Lucian Welch



Paul Noe



Blake Horton



Walt Gamble



answers: visit HYTT.com and click on "Our Team"

Two Million Miles – Ernest Holloway



December 2018: Chattanooga Driver Ernest Holloway

Ernest Holloway: Chattanooga driver Ernest Holloway poses beside the Two Million Mile decal which was added to his truck to show this important milestone. The two million mile decal really stands out on the dark blue truck. Vice President Larry Edwards designed the special emblem to place on Ernest's truck. "It is one way we can honor Ernest's Two Million Mile achievement. We want to tell the world about his important milestone."

"Ernest is a remarkable man. Someone who drives that many miles and drives it all safely is not only a hero of Highway Transport, he's a hero to the motoring public," adds Rick Lusby, Vice President of Safety and Quality.

Knoxville Shop Manager Kenneth Dickey says, "I don't understand how Ernest never ages. I think he eats special yams that keep him looking so young."

Kelly Worsham: Kelly Worsham became a member of Highway Transport's Million Mile Club. He has completed one million miles without a preventable accident or incident. It's a very exclusive club and we are thrilled to add to its



membership. Kelly is a Knoxville driver who has been with Highway since 1996.

The Gathering Kelly Worsham and his wife Dianna and Two Million Mile Driver Ernest Holloway went to dinner with Highway Transport leaders where they were presented with plaques in recognition for these important achievements.



2016: Kelly Worsham received the 20-year Rolex back in 2016.

right:

Joe Sheldon, Director of Recruiting & Linehaul
Ernest Holloway, 2 Million Mile Driver
Marshall Franklin, President & CFO
Kelly & Dianne Worsham
Rick Lusby, Vice President of Safety & Quality
Jerry Noland, Driver Manager
Greg Watkins, Vice Chairman of Highway Transport

One Million Miles – Kelly Worsham

September 2018: Chattanooga Driver Ernest Holloway



Responsible Care®



above: Safety Training Supervisor Eric Ely displaying the QDDMS Document signed by all employees at Highway Transport's corporate Baum Drive location in Knoxville, Tennessee

Promoting the ResponsibleCare® Ethic

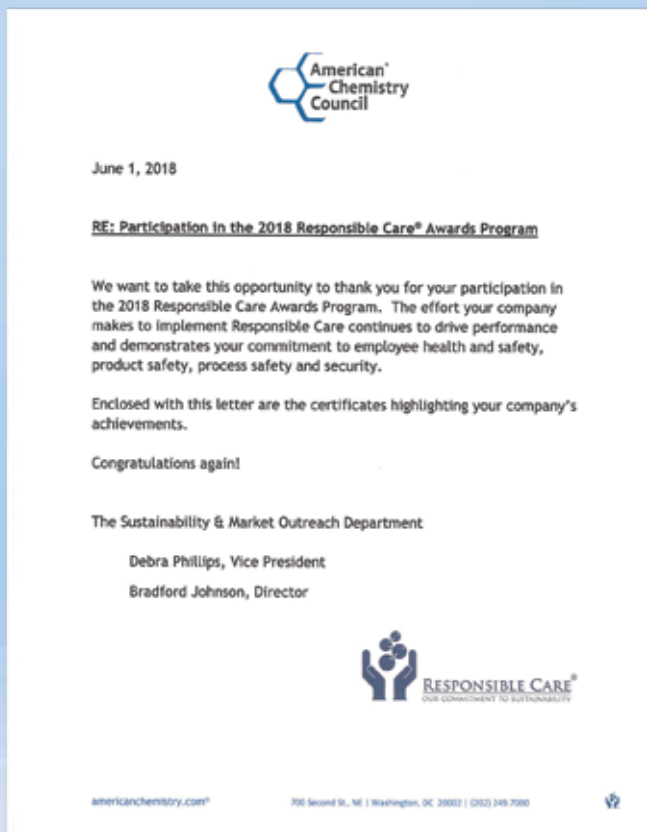


RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

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.

Employees at every Highway Transport location were asked to read and sign Highway's Q-D-D-M-S document. The signed document is displayed as a visual reminder for every employee to be mindful of their commitment to the guiding principles of Responsible Care®. In June 2018, Highway Transport Joliet and Highway Transport Chattanooga were honored to receive facility award certificates.



January

Daniel Behrendt
Billy Joe Bishop
Bobby Booth
Stephen Broxterman
Brandon Collins
Brian Crockett
Malcom Dewberry
Edwin Diaz
Mark Dickens
Derek Duchamp
Ronald Dunlap
Jeffrey Edwards
Mark Ellis
Michael Fletcher
Bruce Frost
Eric Frost
Louis Harris
John Hill
Steve Hittinger
Maleke Hynard
Chris Jenkins
Andrew Johnson
Mark Johnson
Alvin Johnson
Andrew Johnson
Glen Keen
Marlon Kellyman
Derrick Lane
Mario Leonardy
Robert Liggett
Carey Livingston
Stephen Lusk
Leslie Malone
Dale McClanahan
Scott McQuade
Josh Payne
Denis Propin
Cecil Pruette
Thomas Pruitt
Dexter Ratliff
Francisco Rodriguez
Jassiman Simms
James Smith
Tressa Smith
James Smith
Kevin Steenken
Melton Tennelle
Vernon Tero
Jimmy Wood
Darius Woodley
Kelly Worsham

February

Edward Adair
Ernest Bell
Billy Cash
Travis Collier
Steven Cranfield
Larry Duncan
Roy Flores
Logan Gibson
Lewin Graham
Lydia Hadda-Alija
Randall Holland
Sheridan Johnson
Joseph Macon
Harry Miller
Howard Mims
Richard Chad Parker
Thomas Ratliff
Daisy Rosales
Joseph Ryan
Jerry Simpson
Kerrie Smith
John Spear
Thomas Stanford
Donovan Taylor
Edward Terry
Brian Vinson

March

Stanley Andreika
Pat Behne
Stephen Bochar
Randall Brister
Martin Brown
Damon Butler
Cody Clarke
Vincent Cook
Michael Dailey
William Denton
Kenneth Dickey
Wendy Drummer
James Gibbs
Arnulfo Gonzalez
Robert Ivery
Angel Kinsler
Lateshia Lane
Billy Lewis
Billy Lively
Michael Marshall
Jesse McCulloch
Julie McGowan
Brian Medwick
Chester Moody
Chester Mundy
Jerry Nicely
John Norwood
Cecil Phillips
Darroll Portwood
Harold Randolph
Bill Reagan
Devin Rogers
Samuel Sharp
Joseph Stewart
Lonnie Surgener
Samuel Varela
Calvin Walters
David Weidner
Michael Wynne

April

AJ Adams
Darren Angelo
Darrell Artis
Fredrick Bennett
Patrick Burnett
Michael Cawthon
David Coleman
Andrew Cool
Antonio Cruz
Stefon Davis
Monique DeShields
Rob Farmer
Okemi Fields
Steven Fontes
Steven Foster
Charles French
Sheree Hamlin
Stanley Harris
Clinton Harrison
Jack Hines
Andrew Johnson
Michael Jones
Jeffrey Lane
Emmanuel Lugard
Shaun McCanna
Billy McKee
Brandon McKelvy
Joe McMullin
Vincent Alexius Meschievitz
Christopher Miller
Karim Mojtahedi
Linh Nguyen
James Nicley
David Owens
Richard Paden
Dennis Pheifer
Sha'Leece Pillow
Steven James Planck

Matt Powell
Dennis Resetar
Thomas Rice
Donald Seaton
Jackie Sledge
Michael Stropp
JT Torbett
Darrell Underwood
James Unruh
Travis Vessel
Ronald Welch
Demarco Woody
Jerry Young

May

Pete Ballard
Albert Burke
Felbert Lynn Cagley
Shawn Casey
Tedd Covington
Robert Crist
David Davidge
George Deem
Wyatt Dockery
Jose Dominguez
Jean Anne Dugger
Paul Garbett
Salah Hammouda
Don Kite
Michael Krescanko
Robert Kubicek
Logan Laug
Charles Liverance
Jason Longenecker
Rick Lusby
Randall McLeod
Christy Paul
Damon Pipkins
Kenneth Price
Angela Pustelak
Gregory Alan Quaresima
Jose Reyna
Tony Riggins
Jose Antonio Rivera
Mario Simpson
Richard Tuders
Doug Vineyard
Katina Whittington
Robert Willis

June

Robert Alberson
Miguel Astacio Bello
Fred Baker
Henry Brown
Steven Chapman
Stephen Clayton
Ashley Coussou
Dennis Dailey
Thomas Edwards
Floyd Elzie
James Fletcher
Marshall Franklin
Walt Gamble
James Giles
Elvin Haynes
Pamela Holt
Blake Horton
Khalia Jackson
Patrick Jones
Timothy Lee McConnell
Steven Melton
Charles Milliner
Devon Mitchell
Deonte Muller
Ronnie Nelson
Ariel Ondo
Tommie Owton
Louis Palmer
Merly Pleasants

Edmund Pollitt
Rostyslav Rohoshevskyy
David Rudan
Kenneth Salmon
Parker Simunek
Robert Sturgil
Daniel Talerico
Tammy Thompson
Edwin Tice
Jeffrey Waring
Robert Earl Warner
Dennis Williams
Jesse Yawn

July

Michael Blochowski
Walter Steven Burger
Corey Chauvin
Demon Conner
Peter Cordell
Robert Cueva
Norbert Dejesus
James Eden
Larry Edwards
Eric Ely
Stephen Falkner
Tom Frain
John Franklin
Thomas Freeland
Steve Graven
Johnny Henderson
Logan John Hill
Andre Hunter
Lonnie Jennings
Robert Kline
Kyle Lukwinski
Shannon Luster
Heathar Mack
Aaron Matthews
Jonathan Mells
Billy Morgan
Chadwick Myer
Paul Noe
Dustin Perry
Carlos Pastrana
Dustin Perry
Ace Price
Michael Riley
Alfredo Rodriguez
Becky Sanders
Tim Sheahan
Alen Smailovic
Richard Stiehl
William Stone
Mark Stucky
Lydell Summerville
Kenneth Tyler
David Williams
Jeff Womble

August

Philip Altherr
Vanessa Aragon
Michael Bigler
David Breedlove
Christopher Carson
Brandon Crenshaw
Mark Crockett
Maureen Dennis-Wilbert
German Esteve
Allen Freeman
Darryl Gibbs
James Hegland
Darryl Hunter
Ricky Hutto
Michael Isaacs
Christin Johnson
Andre Jones
Jim Kinnevy
Jesse Kirk

James Kyle
Allen Lanham
David Liggett
Deidre' Lorenzano-Bavonese
Gregg Lott
Tony Dale Marshall
Michael Andre Monroe
Christina Nolan
Richard Peterson
Michelle Rayfield
Duane Regnier
Amanda Richardson
Kathy Rock
Kendall Rothman
Doug Scales
Shaun Shepard
William Shields
Andrew Spain
Leonard Steele
Thomas Vaughn
Greg Watkins
Lucian Welch
Barbara Whitehead
Robert Earl Williams
Reginald Williams
Robin Wilson
Jonathan Yob
Kevin Yohe

September

Don Anders
Blake James Baker
Kenny Barnett
Paul Bentley
Ronald Booker
Sandra Carr
Larry Chester
Sean Conte
Maurice Dawson
Rosendo DeLaRosa
Nam Do
Laurie Doran
Shanah Duncan
Johnson Alex Eiler
David Ervin
Justin Fall
Michael Gilvin
Kevin Gray
Emileigh Harmon
Edward Heard
Xavier Horace
Daryl McClenton
David McCroskey
Carlton Darcel McFarland
Irey Merritt
Charles Moore
Darren Mossman
Christopher David Norris
Donald Pettigrew
Billy Ray Picket
Robert Joseph Randalls
Carlos Rodriguez
Andy Schultz
Brenda Skoda
Joseph Smith
Jose Solis
Samuel Square
Richard Tallent
Tessa Thomas
Scott Tugman
Brock Wempa

October

Adrian Alanis
Bryant Arceneaux
Justin Black
Ronald James Brady
Ronnie Bridges
Kevin Cameron
Richard Collins

Mark Daugherty
Charles Deery
Elizabeth Dick
Eric Doyle
Timothy Drakeford
Donald Alan Edwards
Tim Farmer
James Flowers
Kenneth Ghea
Carol Guinn
Michael Hall
Kenneth Harris
Jamon Harris
Shannon Hinchey
Milton Hofstetter
Steve Kitts
Jamall Lee
Scott Lowder
Kenneth Lundy
Thomas Malveaux
Tabitha Martin
Victor McCullum
Alan McFarland
John McMillan
Joel McRae
Jennifer Myers
Matthew Parker
John Paschal
Brian Roberts
Wilhelm Salewski
Walt Satterfield
Scott Saulnier
Joe Sheldon
John Troughton
Anthony Michael Tucci
Steven VanLenten
Michael Wade
William B. Watkins
Lawrence Williams
Kelly Wyatt

November

Lisa Alderete
Mario Bargonetti
Damian Barrientes
Greg Boone
Eddie Brown
Victoria Caldwell
Robert Celia
Angela Corbett
Daniel Davis
Dan Dufner
Manuel Dewitt
Dan Dufner
Donald Ray Elder
Larry Fink
Joseph Gloston
Jason Gonzales
Andrew Green
Barry Hall
Todd Helms
Ernest Holloway
Cory Howard
Joel Hubbard
Michael Hunt
William Kimble
Bradon Lee
Daniel McClain
Anthony McDonald
Michael McIntosh
Mark McNabb
Mark Meads
David Meyers
Allen Millican
Jerry Noland
Angela Opyd
Juan Ortiz
Michael Petersen
Jerry Powell
Jose Quijada
Thomas Rannala

Kevin Ray
Jerry Searce
Todd Schrebe
Christopher Smelser
Walter Joseph Smith
Greg Sorah
Samuel Stewart
Hunter Stokely
Larry Tinch

December

Erick Adames
Rickey Brumfield
Wayne Andrew Bryan
Geremy Bynum
Howard Capps
Billy Crawley
Sampson Duplessis
Thomas Foster
Drew Gassett
Shane Greenwood
Gerard Henderson
Greg Huff
Cliff Irons
Floyd Kinkaid
Edwin LaFour
Carlos Lands
Ronald Lowe
Kenneth Mahlman
Robert Mallett
Jeremi Matczak
Joseph Melbrod
Malcom Mitchem
Keith Partridge
Brent Pavey
Joe Pence
Gerald Pope
Joshua Regnier
Kwan Reynolds
Gary Dean Richards
Christopher Roloff
Raymone Rousseau
Adrian Swanson
Jackie Taylor
Billy Thibodeaux
Peter Vickery
Chris Workman



**Geismar Driver
Michael Peterson has
lost 67 pounds!**

Trailer Updates

left: JT
right: Walt Satterfield



Torching off old undercarriage parts

To give some of our tanks an update, Walt in the Knoxville shop has been torching and welding in order to replace trailer undercarriage parts. Walt says, "The axle on the right has never been replaced, and the tanker trailer we're working on today is from the year 2000, so the old part is 18+ years old. You can see the corrosion. I torch it off, then Billy measures and positions the new axle."



left: new axle
right: axle with corrosion



Billy Lively measuring to determine placement of new axle.

It doesn't make a lot of sense to try to patch things. We do a lot of parts replacing. We replace many items on the undercarriage of the tank. It's a lot safer, and this really becomes like a new tank rolling down the highway.



44 Years
Glen Keen
36 Years
Larry Duncan
Larry Edwards
34 Years
William B Watkins
33 Years
Billy Bishop
Barry Hall
Joe Pence
31 Years
Greg Watkins
30 Years
Andy Schultz
29 Years
Stefon Davis
27 Years
Billy Lively
Leonard Steele, Jr
Lonnie Surgener
Doug Vineyard
26 Years
Bill Reagan
25 Years
Ernest Holloway
Christy Paul
24 Years
Kenny Barnett
23 Years
Don Anders
Don Kite
Rick Lusby
Michael Stropp
Lydell Summerville
Kelly Worsham
22 Years
Eric Frost
Dennis Williams
21 Years
Steven Cranfield
Thomas Freeland
Mike Liggett
James Nicley
Duane Regnier
Jerry Searce
Jackie Taylor
20 Years
Chris Jenkins
Joe Sheldon
19 Years
David Williams
18 Years
Billy Crawley
Walt Gamble
Carol Guinn
Steve Kitts
David Weidner
17 Years
Kenneth Dickey
Joseph Macon
Jerry Noland
Kathy Rock
16 Years
Joel Hubbard
Darryl Hunter
Aaron Matthews
Jerry Nicely
Dennis Resetar
Wilhelm Salewski
Brian Vinson
Jimmy Wood

Years of Service

15 Years

Bruce Frost
Robert Randalls
Dexter Ratliff
Walt Satterfield
Kenneth Tyler
Kelly Wyatt

14 Years

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

13 Years

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

12 Years

Justin Black
David Breedlove
Elizabeth Dick
Jason Longenecker
Jerry Powell
Brenda Skoda
James Smith

11 Years

Michael Blochowski
Martin Brown
David Coleman
Floyd Elzie
Jim Kinnevy
Alan McFarland
Billy Morgan
Matt Powell
Kenneth Salmon
Doug Scales
Gregory Sorah
Sam Stewart
Melton Tonnelle
Edwin Tice

10 Years

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

9 Years

Edward Adair
Pete Ballard
Ronnie Bridges
Richard Collins
Pete Cordell
Daniel Davis
Dan Dufner
Ronald Dunlap
Donald Edwards
Donald Elder
Todd Helms
Michael Hunt
Clifford Irons
Jesse Kirk

Michael Monroe
David Owens
Billy Pickett
Gerald Pope
Josh Regnier
Tony Riggins
Todd Schrebe
Jackie Sledge
Richard Tallent
Jonathan Yob

8 Years

Stephen Bochar
Ronald Booker
Maureen Dennis-Wilbert
Alex Eiler
Marshall Franklin
Steve Graven
Sheree Hamlin
James Hegland
Andre Jones
James Kyle
Jesse McCulloch
Harry Miller
Chad Parker
Brent Pavay
Antonio Rivera
Rostyslav Rohoshevsky
Jeff Womble

7 Years

Eddie Brown
Thomas Malveaux
Dale McClanahan
Juan Ortiz
Richard Paden
Louis Palmer
Keith Partridge
Merly Pleasants
Michelle Rayfield

6 Years

Fred Baker
Michael Bigler
Patrick Burnett
Antonio Cruz
Eric Ely
Thomas Foster
Drew Gassett
Derrick Lane
Jennifer Myers
Dennis Pfeifer
Thomas Rannala
Michael Riley
Carlos Rodriguez
Hunter Stokely
Edward Terry
Richard Tuders

5 Years

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

Charles Liverance
Stephen Lusk
Tony Marshall
Jaremi Matczak
Vidtor McCullum
Harold Randolph
Joseph Ryan
Larry Tinch
John Troughton
Ronald Welch

4 Years

Darrell Artis
Brian Crockett
Wendy Drummer
Michael Fletcher
Andrew Green
Lydia Halda-Alija
Randall Holland
Alvin Johnson
Michael Jones
Angel Kinsler
Logan Laug
Scott McQuade
Mark Meads
David Meyers
Christopher Miller
Devon Mitchell
Matt Parker
Edmund Pollitt
Francisco Rodriguez
Daisy Rosales
Joseph Stewart
Daniel Talerico
Pete Vickery
Jerry Young

3 Years

Darren Angelo
Greg Boone
Walter Burger
Felbert Cagley
Shawn Casey
Billy Cash
Angela Corbett
Tedd Covington
Dennis Dailey
Michael Dailey
David Davidge
Norbert DeJesus
Derek Duchamp
Jean Anne Dugger
German Esteve
Rob Farmer
Tom Frain
James Gibbs
Logan Gibson
Khalia Jackson
Andrew Johnson
Billy Lewis
Deidre' Lorenzano-Bavonese
Kyle Lukwinski
Daniel McClain
Carlton McFarland
John McMillan
Deonte Muller
Christina Nolan
Christopher Norris
Steven Planck
Jose Quijada
Thomas Ratliff
Becky Sanders
Tim Sheahan
Jerry Simpson
Samuel Square
Scott Tugman
Katina Whittington
Robert Williams
Michael Wynne

2 Year

Stanley Patrick Andreika
Blake James Baker
Ernest Bell
Christopher Cardea
Stephen Clayton
Robert Cueva
Maurice Dawson
Edwin Diaz
Mark Ellis
Stephen Falkner
Larry Fink
Roy Flores
Allen Freeman
Louis Harris
Kenneth Harris
Jack Hines
Milton Hofstetter
Pamela Holt
Ricky Hutto
Michael Isaacs
Lonnie Jennings
Marlon Kellyman
Michael Krescanko
Robert Kubicek
Parris Lane
Allen Lanham
Carey Livingston
Scott Lowder
Leslie Malone
Joe McMullin
Joel McRae
Joseph Melbrod
Irey Merritt
Vincent Alexius Meschievitz
Allen Millican
Charles Milliner
Malcolm Mitchem
Karim Mojtabedi
Rhonda Mulkey
Ronnie Nelson
Tommie Owton
Josh Payne
Dustin Perry
Michael Petersen
Richard Peterson
Cecil Phillips
Damon Phipps
Brian Roberts
Alfredo Rodriguez
Samuel Sharp
Jassiman Simms
Alen Smalovic
Joseph Smith
Robin Smith
Tressa Smith
Thomas Stanford
William Stone
Vernon Tero
BillyThibodeaux
Anthony Michael Tucci
Darrell Underwood
Travis Vessel
Jeffrey Waring
Lucian Welch
Barbara Whitehead
Darius Woodley
Demarco Woody
Jesse Yawn
Kevin Yohe

1 Year

Erick Adames
Robert Alberson
Lisa Alderete
Philip Altherr
Vanessa Aragon
Bryant Arcenaux
Miguel Bello
Mario Bargonetti
Pat Behne
Frederick Bennett

Paul Bentley
Randall Brister
Stephen Broxterman
Rickey Brumfield
Albert Burke
Damon Butler
Jeremy Bynum
Victoria Caldwell
Howard Capps
Christopher Carson
Michael Cawthon
Steven Chapman
Corey Chauvin
Larry Chester
Travis Collier
Brandon Collins
Demon Conner
Sean Conte
Vincent Cook
Andrew Cool
Ashley Coussou
Brandon Crenshaw
Mark Crockett
George Deem
Charles Deery
William Denton
Monique DeShields
Malcom Dewberry
Manuel Dewitt
Nam Do
Jose Dominguez
Laurie Doran
Timothy Drakeford
Shanah Duncan
Sampson Duplessis
Thomas Edwards
Jeffrey Edwards
David Ervin
Justin Fall
Okemi Fields
James Fletcher
James Flowers
Steven Fontes
Steven Foster
Charles French
Darryl Gibbs
James Giles
Joseph Gloston
Jason Gonzales
Lewin Graham
Kevin Gray
Shane Greenwood
Salah Hammouda
Emileigh Harmon
Stanley Harris
Clinton Harrison
Elvin Haynes
Gerard Henderson
Johnny Henderson
Logan Hill
Shannon Hinchey
Xavier Horace
Cory Howard
Andre Hunter
Maleke Hynard
Robert Ivory
Mark Johnson
Sheridan Johnson
Christin Johnson
Patrick Jones
William Kimble
Floyd Kinkaid
Robert Kline
Carlos Lands
Jeffrey Lane
Bradon Lee
Jamall Lee
Mario Leonardo
Robert Liggett
Gregg Lott
Ronald Lowe
Emmanuel Lugard

Kenneth Lundy
Shannon Luster
Heathar Mack
Michael Marshall
Tabitha Martin
Shaun McCanna
Timothy McConnell
David McCroskey
Anthony McDonald
Julie McGowan
Michael McIntosh
Billy McKee
Brandon McKelvy
Carl McLeod
Mark McNabb
Brian Medvick
Jonathan Mells
Steven Melton
Chester Moody
Charles Moore
Darren Mossman
Chester Mundy
Chadwick Myer
Linh Nguyen
Ariel Ondo
Angela Opyd
Carlos Pastrana
Donald Pettigrew
Darroll Portwood
Kenneth Price
Ace Price
Cecil Pruette
Thomas Pruitt
Angela Pustelak
Gregory Quaresima
Jose Reyna
Kwan Reynolds
Thomas Rice
Amanda Richardson
Devin Rogers
Christopher Roloff
Kendall Rothman
Raymone Rousseau
Scott Saulnier
Donald Seaton
Shaun Shepard
William Shields
Mario Simpson
Parker Simunek
Christopher Smelser
Walter Smith
Jose Solis
Andrew Spain
Robert Sturgil
Adrian Swanson
Donovan Taylor
Tessa Thomas
JT Torbett
James Unruh
Steven VanLenten
Samuel Varela
Thomas Vaughn
Michael Wade
Calvin Walters
Brock Wempa
Reginald Williams
Robert Willis
Robin Wilson
Chris Workman

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

Dow 75th Anniversary of the Rohm & Haas Site in Knoxville

Highway Transport was invited to participate in a special event to commemorate the 75th Anniversary of the Dow Rohm & Haas chemical plant in Knoxville, Tennessee. A special word of thanks to Knoxville Tank



Dow families touring Highway Transport tanker unit



Luis Argilaguet, DOW Manufacturing Leader



Dow families touring Highway Transport tanker unit

Wash who worked all night to ensure the display tanker unit was extra shiny. Dow hosted their employees and families for a day of fun. Employees enjoyed touring the Highway Transport unit. Highway Transport enjoyed hardhat tours of the plant. Highway Transport's display featured a hot rod ice cream truck to dispense sweet treats to Dow families. The Highway team also provided giveaway items to Dow employees. Don Kite, Highway Transport's manager, who works on the Dow Rohm & Haas site every day, oversaw the logistics of Highway Transport's booth and team. Everyone came together to make sure the event was fun for all. The crowd enjoyed seeing the #3 Dow Nascar vehicle. Dow also treated the crowd to science demonstrations by celebrity scientist "Dr. Beaker."



Greg Watkins and Paul Fortunato



Highway Transport AR Specialist Devin Rogers taking hardhat tour of Dow Chemical in Knoxville, TN.



Don Kite, Highway Transport Operations Manager on the Dow Rohm & Haas site in Knoxville, TN
Joe Sheldon, Highway Transport Director of Linehaul & Recruiting
Aaron Matthews, Highway Transport Accounts Receivable & Collections Manager

History: The Rohm & Haas Plant began in Knoxville in 1943. The original Plexiglas® plant was converted from an abandoned furniture factory. The Knoxville site is the top site in tank truck shipments across Dow North America.

The Dow Rohm & Haas Plant in Knoxville produces 660 million pounds of product per year...the equivalent of 55 million gallons.

When Dow's Rohm & Haas Plant began in Knoxville, the average home cost was \$3,600, and employees made about \$2,000 per year.

Dow employees and the plant contribute resources and talent, giving back to the city that allows them to do business.





Luis Argilaquet, DOW Manufacturing Leader and Knoxville Mayor Glen Jacobs (former WWE Wrestler "Kane")



Dow families touring Highway Transport tanker unit



The Cruisin' Cone | Knoxville, TN



Highway Transport enjoyed a demonstration of the Nascar Dow #3 Car



Rick Lusby, Highway Transport Vice President of Safety & Quality
Victoria Caldwell, Highway Transport Strategic Account Manager
Steve Kitts, Highway Transport Vice President of Sales & Marketing



September 2018: Baum Drive corporate building in Knoxville, Tennessee new carpet and paint. The original carpet had been in place since the early 1990s.



September 2018: September 17th the drivers break room at the La Porte terminal underwent a major facelift that included both bathrooms and shower areas. On October 4th the shower facilities officially opened in La Porte for the drivers to use.



manager meeting held offsite at nearby Marriott during renovations

Capital Improvements



Shout Out

*Doug Vineyard,
Service Center Manager*

*Larry Edwards, Vice President
of Fleet & Maintenance*



Kudos to Doug Vineyard for handling the paving project. It got done in record time thanks to Doug's hard work coordinating moving all the equipment around to keep it out of the way. The tank wash personnel were instrumental in moving equipment around to allow the different sections to be paved, as well as Doug personally. He worked closely with the paving company making quick changes to accommodate completing the job.



2012: Here's a scene from when Doug Vineyard received the 20-year Rolex back in 2012. At that time, Doug was working in the tank wash. He is now manager of Highway Transport's Knoxville Service Center.

Ready Set Go Fitness Challenge



June 2018 - Highway Transport participated in the Aetna Get Active Challenge. The step-counting battle across all WAI companies was fierce. In honor of Highway's 70th Anniversary, teams really put their best foot forward! #HighwayRocks70

Thank You to all who participated and completed the challenge! We are so proud that you stuck to a commitment made for YOU! By participating in the 8-week challenge, you made changes on the inside and the outside for a better you. After compiling stats for all Watkins Associated Industries locations and identifying participants who completed the 8 week program, here are the winners! Of course, when we make better food choices to become healthier and increase our daily activities by including exercise, all of us become winners! As of January 2019, Highway Transport is no longer associated with Aetna, but here are the results from the fun challenge that took place during Summer 2018:

Weekly Winners - \$50 Gift Card:

Week 1	Robin Martindale - Tampa Maid Foods/Freddy's Cougars
Week 2	Mike Krescanko - Highway Transport Chemical - Croydon Cruisers
Week 3	Wendy Drummer - Highway Transport Logistics - Florence Outlaws
Week 4	Robert Young - Tampa Maid Foods/Happy Feet
Week 5	Diane Worsham - Watkins Assoc. Ind./No Weigh Jose!
Week 6	Tracy Smith - Watkins Assoc. Ind./ Watkins Walking Warriors
Week 7	Carlos Ponce - Tampa Maid Foods Inc./Fast And Furious
Week 8	Mike Dooley - Tucker Door & Trim/Walk the Line

Top Individuals:

Matthew Powell - 1st Place \$400 Gift Card!
Andres Arzuaga - 2nd Place \$300 Gift Card!
Orbin Fraguada - 3rd Place \$200 Gift Card!

Top 3 Teams Winners:

1st Place - Walk the Line of Tucker Door & Trim \$50 Gift Card per team member!

Matt Hadaway
Chris Studdard
Claudine Dooley
Jack Lane
Alison Waits
Josh Hegwood
Leo Spano
Susan Lester
Mike Dooley
Lee Allen

2nd Place - Fast and Furious of Tampa Maid Foods - \$40 Gift Card per team member!

Kairael Morales
Orbin Fraguada
Elizabeth Borges
Pablo Llossas
Andres Arzuaga
Carlos Ponce

3rd Place - TDT Fast Steppers of Tucker Door & Trim \$30 Gift Card per team member!

Anthony Seabolt
Michelle Roberts
Wil Coughlin
Tommy Ball
Sherri Cary
Randy Moore
Gail Nicholson
Jeff Looney
Matthew Watson



Proud Member

NATIONAL SAFETY MONTH



As a member of the National Safety Council, Highway Transport actively participates in Safety Month. In 2018, Safety Supervisor Eric Ely, distributed messages to engage workers, families and communities in safety throughout June. Observed annually in June, National Safety Month focuses on reducing leading causes of injury and death at work, on the road and in our homes and communities. National Safety Council's overall theme is "No One Gets Hurt."

Topics Covered in June 2018:

Week 1 Emergency Preparedness
Week 2 Wellness
Week 3 Falls
Week 4 Driving

Topics Planned for June 2019:

Week 1 Hazard Recognition
Week 2 Slips, Trips and Falls
Week 3 Fatigue
Week 4 Alcohol, Marijuana and Opioid Impairment



David Owens attended a seminar in Nashville TN to learn more about Omnitracs and better serving our company.

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: 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

Speak Up! Forms

Speak Up! forms are available at all service centers. This is a great way to submit any type of feedback. From praises to suggestions to complaints, employee words reach the top leadership of Highway Transport. Postage is FREE. You have the option to remain anonymous. Highway Transport is known for having a great company culture. Having an open, confidential way to speak freely. **Speak Up!** forms are a very important mechanism for improvement.

Speak Up!
for answers to your Suggestions, Questions, Ideas, Comments, etc.

Please, only one signature and one subject per **Speak Up!** form. Thank You.

Name _____
Title _____
State _____
Zip Code _____
E-mail _____

☐ Check here if you wish your info to be kept confidential.
☐ Check here if you feel a personal discussion with a qualified person is necessary.
☐ Check here if you wish to remain anonymous.

What's New in the Company Store? HyttStore.com

Whether you refer to them as "beanies" or "toboggans" or "tuques," the knit caps in the company store are good quality and inexpensive. They're versatile for any season and embroidered with the Highway Transport logo.



Everyone is enjoying the new brand of polos available in the company store. TriMountain polo fabrics are performing very well. TriMountain polos have a durable weave and do not "pick" easily. TriMountain polos have a vast selection of women's sizes and colors. Nike polos are no longer available in the company store.



Daryl McClendon's 50th Birthday



Bonafide & Certified



above: Certification received for Stemco Wheel End Installation and Stemco Kaiser King Pin Installation for Joliet Service Center!

Good morning,

As a professional with Dow Chemical, I have the opportunity to correspond with many different individuals from different organizations. I have come to realize those with whom we can trust to always be available, accountable, organized, and communicate well and in a timely manner. One of those people I'd like to call out is Jim Kinnevy from Highway Transport. We work with many different carriers in our business, and timely communication and organization can be a struggle. Not with Jim; I know I can rely upon him to quickly and effectively handle our order changes, concerns, and inquiries. He is always on top of things and is able to deftly handle the many demands we place upon his group. Most recently, unplanned events at one of our facilities caused us to delay a customer's delivery a couple times. Jim was always on top of our changes and communicated these back to me quickly with Highway's ability to accommodate. This allowed me to put my mind at ease on this issue and move on to other issues that invariably come up across the US and Canada in this current market. This is just one example of the many times Jim has helped our business and Dow Chemical as a whole improve our reliability and accuracy with our deliveries; and he should be recognized as being an integral part of this process. I look forward to working with him more in the future.

Best regards,

Bill G., The Dow Chemical Company
Dow Construction Chemicals



Smokies Baseball Night with



Ball caught by Thomas, son of Joe Bivens of Dow Chemical



Victoria Caldwell



Ashley Franklin, Joe Bivens of Dow with son Thomas, Marshall Franklin



Joe Bivens and son Thomas, Paul Fortunato, Jon Arnold, and Lane Gobbell



Wendy Drummer
Amy Sheldon
Dara Jenkins
Jassiman Simms



Joe "Babe" Sheldon and wife Amy



Steve and Jane Kitts



Steve and Sarah Hittinger



Keith Gideon and his wife, Natalie and Andy Schultz



Jassiman Simms and Chris Jenkins



Amy Sheldon and Dara Jenkins



Steve Kitts' wife Jane and Jassiman Simms' mom Donna

August 2018: The Highway Transport group enjoyed a baseball evening with industry colleagues from Dow Chemical at Tennessee Smokies Stadium. Tennessee Smokies were defeated by Biloxi Shuckers 3 to 2. Everyone enjoyed gathering in the outfield entertainment zone with a BBQ dinner and a firework display at the close of the game. The event was organized and hosted by Steve Kitts, Vice President of Sales & Marketing.

Jerry Szmuc Retirement

July 2018: Jerry's wife's name is spelled Caryn, the Irish spelling, and pronounced "Karen." Jerry says he will begin his first week of retirement watching grandchildren Everly and Jensen. These are the children of Jerry and Caryn's daughter Kelly, a pharmacy tech at Tennova. "Tuesday, my wife's mom will be at our house living with us." says Jerry. "She is 81 years old, and we get along great. She is an independent lady, but it will be nice to have her near. She intends to spend some seasons here in Tennessee and some seasons with other family in California where the climate is warmer. When we first came to Tennessee, our son Eric was in high school and Daughter Kelly was in 5th grade."

"We were driving through East Tennessee in 1999 on our way back home from a vacation. There was 1 inch of snow on the interstate. We ended up stopping in Oak Ridge. We drove around to look for a place to eat and fell in love with the area. We ended up living in the Halls community for 19 years. Our kids enjoyed good schools. Our subdivision was next to Brian Reid, who recruited me to work at Highway Transport." Jerry had worked at UPS couple of years, so he had some experience with logistics and load planning. Neighbor Brian recruited Jerry to work at Highway Transport in the Logistics department.

Jerry adds, "After Caryn and I leave this retirement celebration today, we are going to get the oil changed in our car. Then, we're going to do something very special. You see, when we first married, we didn't get a ring right away. Today, we are going to Enix Jewelers in Oak Ridge. Caryn has a lot of gold rings, and we're hoping the jeweler can combine the gold rings into something customized."

As for Jerry's funny nickname "Scoops;" most of us assumed that people had a difficult time pronouncing Jerry's last name "Szmuc" and re-arranged it into "Scoops"

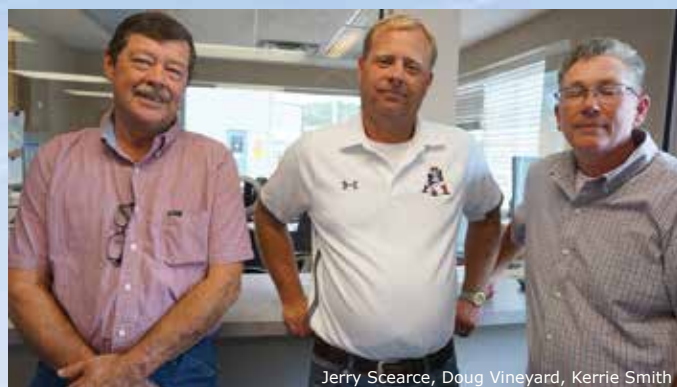
In fact, Jerry's gets his nickname from a former time when he was a franchise owner of a Baskin Robbins ice cream parlor. Co-worker Neil Evans coined the nickname.

It's a Bundt:

Jerry's wife Caryn made this special cake for Jerry's celebration. "Goober Cake" is a recipe in their family, and it was shared and enjoyed with Highway Transport family.



Jerry Szmuc and Thomas Vaughn



Jerry Searce, Doug Vineyard, Kerrie Smith



Caryn and Jerry Szmuc



Greg Watkins and Jerry Szmuc



Ribs: Shop Manager and Grillmaster Kenneth Dickey made some special smoked ribs just for Jerry. above: Jerry Szmuc (left) and Todd Helms (right) checking out the ribs which were hot and wrapped in foil.



Marshall Franklin and Jerry Szmuc



Tyler Mulligan and Chris Jenkins



Brian Reid, Brian's wife _____, Caryn and Jerry Szmuc



Beverly Henderson Retirement

December 2018: Beloved-by-All Beverly Henderson retired after 26 years with Highway Transport. Soft-spoken, kind, and calm, Beverly Henderson was a powerful voice at Highway Transport.

Greg says, "Beverly's insights have always meant so much to me. She has seen me--and the company--through many challenging times. Hard working and modest, we could all stand to emulate her style."

Beverly served in many roles throughout her career. The last 16 years, Beverly brought her expertise to the accounts receivable department. Her spare time has always been dedicated to making beautiful quilts. Aaron Matthews says, "No one in our department possessed the skills to craft a going-away quilt, so we opted to give her an embroidered blanket. As hard as she has worked, we hope she can finally enjoy some downtime curled up with nice blanket."

Beverly's daughter Rebecca is a school teacher who lives nearby in Knoxville. Beverly's son lives in Atlanta. Bev is looking forward to being able to spend more time visiting her grandson Logan in Atlanta.



right: Beverly Henderson
left: Beverly's daughter Rebecca



Marshall Franklin



Accounts Receivable left to right: Matt Powell, Beverly Henderson, Devin Rogers, Angel Kinsler, and Aaron Matthews



left: Jassiman Simms
right: Paul Noe



Aaron Matthews



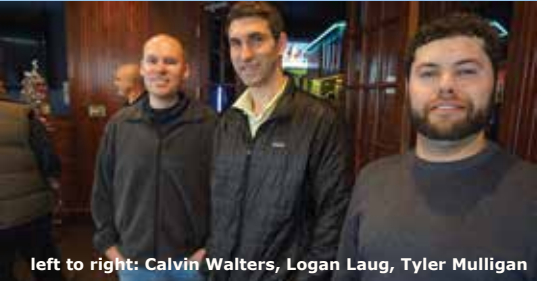
left: Linda Nelson
right: Greg Watkins



left: Beverly Henderson
right: Greg Watkins



left: Christy Graves
right: Becky Sanders



left to right: Calvin Walters, Logan Laug, Tyler Mulligan



left: Rick Lusby
right: Joe Pence



left to right: Joe Sheldon, Todd Helms, Chris Jenkins



left: Rhonda Mulkey
right: Angel Kinsler



Victoria Caldwell



left: Matt Powell
right: Steve Kitts

Celebrating a Job Well Done

Addition of Freightliners to the Fleet



Kenneth Dickey submits the following data: The Knoxville shop has a \$208,000 parts inventory and a lot of it is due to putting new trucks in service .



Recommended Hashtags

Frequently used by Highway Transport:

- #HighwayRocks70
- #HighwayTransport
- #Trucking
- #TruckDriver
- #CDLdriver
- #Trucker

Popular Regions for Highway Transport Recruiting:

- #knoxrocks = Knoxville
- #nooga= Chattanooga
- #FlorenceYall = Florence
- #cincy = Cincinnati
- #inthedotte = Wyandotte
- #chicagoland = Joliet



photo by Eric Ely during Dec. 28 video shoot on the topic of pre-trip inspection

Steam System Repair by Billy Lively

Billy Lively repairing a leak in the steam system of a tanker trailer. A rare glimpse at the inner workings of a tanker. The undercarriage has to be opened up in order to make this important repair. These repairs are made only in the Knoxville shop & outside vendors. Billy Lively has been a mechanic in the Knoxville shop for 27 years.



photo by Kenneth Dickey



Celebrating Life



October 2018 McDonough Driver Hank William Sweatman, age 59, died Monday, October 22, 2018. He was born in East Point, Georgia to the late Samuel Sweatman and Edna Sue Berry. In addition to his parents, he was preceded in death by two sisters. Hank is survived by his spouse, Patricia Sweatman; children, Brittany (Jeffrey) Barrett, Moriah (Dale) Poss, Joshua White, Jamie (Danny) Smith, and Ashley Felicia; 7 grandchildren; one brother; two sisters; and a large church family.

Hank was a larger than life character who never left you questioning where he stood. Unable to pass up a lively debate or a friend in need, Hank stayed true to his hardworking spirit and his 'never met a stranger' mentality. Hank will be most remembered for his profound love for God, for his family, and for laughter.



left: May 2018 Hank Sweatman receiving 3rd year safety award. right: Andy Schultz

A Memorial Service was held at Chief Cornerstone Ministries in Flovilla, GA. Not only did Brenda and I attend, we also had a half dozen drivers who showed up as well. Very reflective of the team that has been built in McDonough, and just the great person the Hank was to all of his co-workers. —*Andy Schultz*

Hank will be forever in our hearts.

— *Brenda Skoda*, former manager
Highway Transport McDonough

In lieu of flowers, the family requests donations be made to *Helping in His Name Ministries*. <http://www.helpinginhisname.org/in-memory.html>
mailing: 85 Bellamy Pl, Stockbridge, GA 30281.

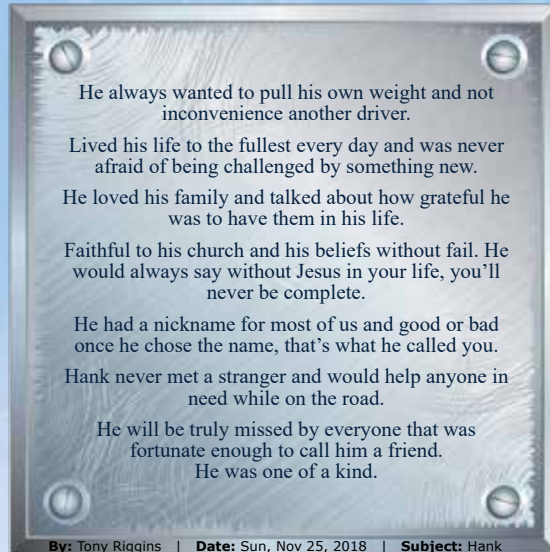
Hank Sweatman was a true friend in every sense of the word. As a truck driver, Hank was one of the hardest working guys you'd ever want to meet. He loved a challenge, and loved driving a truck. If you needed help - Hank was the guy that everyone would go to. He was loyal and dedicated, and would give you the shirt off his back.

There were so many times that Hank would reach out to other drivers - just to see how they were doing. Hank would offer help to anyone in need, even if they didn't ask. He was just that way. He was a guy that really cared - and didn't just say it, but showed it.

Bill's truck stop in NC will never be the same after some of the hilarious stories Hank had to tell about it ... from the mop bucket in the shower stall, to the \$4 cup of coffee, to the bug that crawled out of his baked potato! He swore he'd never go back to that place, but for strange reason - he did! To hear him talk about it though was priceless.

Hank was a great friend, husband, father and brother. He was a part of a church family that he cared so much about. Hank Sweatman was one of a kind - and he will surely be missed.

— *Brian Melbrod*



By: Tony Riggins | Date: Sun, Nov 25, 2018 | Subject: Hank



July 2018 Ed Noga Boynton Beach, passed away July 2, 2018 Edward "Ed" Jacob Noga, 66 of Palm Coast, FL passed away suddenly on September 13, 2018 at his home. He was born on October 3, 1951 in Fort Frances, Ontario Canada. He was a driver at Highway Transport for over 20 years, and received the 20 year Rolex. Ed retired in 2014. Ed was an animal lover. He had 3 cats, Tiger, Tigger and Tinkerbelle and 1 dog Chloe. Ed will be remembered as a loving husband, father and grandfather. Ed is preceded in death by his parents, his brother, Roy Noga; his niece, Beverly West; nephews, Allen LeGros and Jimmy Noga; his brother-in-laws, Danny LeGros and Howard West. He is survived his wife of 30 years Joan Noga; his two sisters, Nellie West and Lucy LeGros; children, Leslie (Chris) Lowery and Jeffery (Lisa) Wilson; 6 grandchildren and 1 special great-grandson, Mikey. He also has many loving nieces, nephews, relatives and friends in the U.S and Canada. Donations in his memory can be made to the Flagler Humane Society, 1 Shelter Drive, Palm Coast, FL 32137, 386-445-1814 flaglerhumanesociety.org



Keith Gideon Retires from Dow



From front right to rear: Andy Schultz, Don Kite, Doug Vineyard, Wes Misenheimer of Dow, Cameron Crisp of Dow and Mike Finch of Dow. Left: Steve Kitts, Victoria Caldwell, Keith Gideon of Dow, Steve Hittinger, and Joe Sheldon.

January 2019:

Keith Gideon, a Dow colleague and lifelong friend, retires from Dow Chemical (formerly Rohm & Haas) in Knoxville after 21 years. A celebration luncheon was held at Calhoun's on Bearden Hill in Knoxville, TN.

We are happy to announce that Highway Transport has selected Workday as our new enterprise resource software system effective January 1, 2019. Workday is now our new tool for human resources, payroll, benefits, training, hiring, accounting and budgeting, expense reports, and all non-operations functions. It replaces ADP, Great Plains, and other non-operations software.

You will soon be learning more about Workday and the tools and resources that will be available to you. We are excited to bring the best cloud-based ERP software to you. This will bring a common experience and functionality to you no matter if you are on a mobile device, tablet, or computer.



Revisiting a *Highway Highlights* article originally published in 2008

Ed Noga's 20-year Celebration



April 30, 2008 | Gary Reagan presented the engraved Rolex Oyster watch to system driver Ed Noga who said, "If I had it to do all over again, I certainly would."

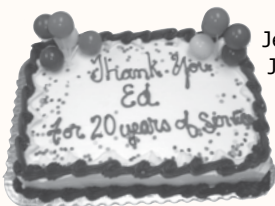


Andy Schultz and Ed Noga

Andy Schultz added, "Ed has been a dependable driver for us for many years. He is quite an asset to this company, and his level of service has been outstanding."

Ed was routed through the Knoxville terminal to receive his watch and then take a load to Pennsylvania, then onward to Chicago. Ed is originally from Canada, and he sometimes is able to take the opportunity to touch base with family members when he is trucking in the northernmost portion of the United States. However, he has a home in Florida, and added "since I have a place in Florida, most of the Canadian family wants to come and visit at my location."

When asked about his home time, Ed replies, "I am located about 8 miles inland from the coast, so I like to fish. I have this one pier I like fish that goes way out into the ocean, so my catch is usually pretty good."



Jerry Noland serves as Ed Noga's driver manager. Both Ed and Jerry smile at each other as Jerry comments, "I guess all you can say is we love to hate each other. Ed is not always 100 percent pleased with the loads I book for him, but no matter which loads I allocate to Ed, he has good log books, no spills, and our safety department loves him."

Thank you for your support as we upgrade our technology to better support you and the important work you do at Highway.

Sincerely,
Marshall Franklin
President and CFO



Highway Transport's contract with ADP ended in 2018. However, you will still receive your

W-2 from ADP. Additionally, you will still be able to view prior year W-2s (up to 3 years) and payroll stubs. The new link to access this information is **IPAY.ADP.COM** and you will use your current username and password.



Questions? As always, contact payroll with any questions you may have.

payroll@hytt.com
865-474-8000



Michelle Rayfield
Payroll Manager

Always Get Out and Look

Scenes from Larry Fink at a Customer Site

December 19, 2018 Some pictures from a plant unloading operation I took earlier this week.



IMPORTANT: Landing Gear Misses Landing Pad: Cost Analysis

June 2018: On a Highway Transport asphalt trucking yard, landing gear was lowered missing a concrete landing pad by a few inches resulting in costly repairs.

RECEIPT	
.....	
2 wreckers	\$1,300
asphalt repair	\$600
tank repairs	\$216.72
.....	
TOTAL: <u>\$2,116.72</u>	



Service Centers

REMINDER:
Each Highway Transport location is referred to as a Service Center ..not "Terminal."





Kenneth Dickey, manager of the Knoxville shop, keeps us updated on his teenage granddaughter Sade (pictured above) who is a rising star. From dance performances to TV shows, Kenny keeps us updated on Sade's career. Most recently, Sade signed a contract with BMG modeling agency.



I appreciate everyone who has gotten in touch with me during my recent bout with colon cancer. Joe Sheldon, Jerry Searce, and Larry Fink were super nice about everything when symptoms started to happen. I was in La Porte and passed out + I had bleeding. It was frightening. Larry Fink took me to the airport Wednesday. I left my truck in La Porte and flew home to Tennessee. I just want to thank everyone who was in LaPorte that day at the terminal... Kelly, Merly, and Shannon. They didn't know what was happening at first. An ambulance was called, and it showed up quickly. It was embarrassing to be sick in front of everyone. There I was with no shirt on. Kelly Worsham was there and helped me with my mobile phone and wallet and personal items. I tried to not freak out and keep cutting up. I told everyone at La Porte, "I ain't got the body to be running around with no shirt on."

The doctor in Texas did a colonoscopy and said, "I'm 99 % certain you have colon cancer. You need to get home and get this taken care of." Thanks to the help of my Highway Transport friends and co-workers, I was able to stay calm and begin to laugh and cut up with everyone. My plan is to keep joking and carry on. Once I was back in Tennessee at the hospital, Ken Tyler came to see me right away; Mark Hamilton came to see me. A big Thank You goes out to everyone from Highway for their calls and concern.

— Jim Raines



Follow Up with Jim Raines:

Jim is a One Million Mile driver for Highway Transport. His driver manager is Jerry Searce. Jim's truck is still in La Porte. He has undergone a few treatments and plans to have surgery in February 2019. Anyone wishing to send Jim a card or words of encouragement can do so via his driver manager:

Highway Transport
1500 Amherst Road
Knoxville, TN 37909
Attn: Jerry Searce c/o Jim Raines

What are you doing to take care of yourself?



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The convenient choice

- ✓ Talk to a doctor in minutes
- ✓ Visit by phone or video
- ✓ Available 24/7/365, anywhere¹
- ✓ Get a prescription²
- ✓ Never more than an office visit
- ✗ Cannot treat more severe medical conditions

Set up your account today!

Teladoc.com

1-855-Teladoc (835-2362)



Scenes from Alen Smailovic

@submerge2001 aka Alen Smailovic, Highway system driver based out of Knoxville, serves as a great advocate for Highway Transport on Twitter. His Twitter posts represent what we're all about.



@hyttddrivers tall order delivered by Highway Transport



@hyttddrivers Profesional Driver's Best Friend



@ROLLINGSTRONG let's roll and be strong at it !!!



@hyttddrivers Chemistry is our business!

@hyttddrivers happy to share pictures of my new ride. Thank you Highway Transport. This is how you outshine the competition



Social Media: Remember...*Never operate a mobile device from 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. Remember, capturing scenes from behind the wheel are not permitted.

Trucking Industry:

Throughout 2018 during the company's 70th Anniversary, Highway Transport was honored to be featured in articles in the following trucking industry publications:



December 2018
Bulk Transporter



August 2018
Tank Tranport Trader



May 2018