



# HIGHWAY TRANSPORT

linking all employees and contractors



photo by Don Anders | Highway Transport driver trainer Tom Frain pictured with a Highway Transport tanker unit. Tom says, "When we're driving down the road, we strive to reflect professionalism. When we [Highway Transport tanker truck drivers] roll onto a customer site, and that customer sees it's a Highway Transport tanker, they know our 70+ year legacy and they know our drivers are some of the most experienced in the industry."

## Responsible Care® Partner of the Year Award



**RESPONSIBLE CARE**  
OUR COMMITMENT TO SUSTAINABILITY

Highway Transport is honored to receive the Responsible Care® Partner of the Year Award. The Responsible Care® organization recognizes partners with superb performance and safety records involved in the transportation of chemicals. The award was presented at the Annual Responsible Care® Conference & Expo in Ft. Lauderdale, Florida.

Highway Transport Vice President of Safety Rick Lusby says, "Throughout 2018, Highway Transport celebrated 70 years in business. During this special milestone we folded our Responsible Care® ethic into the celebration. All employees took a synchronized solemn moment to focus our concentration on the guiding principles of Responsible Care®. A large poster-sized letter of commitment is on display at every Highway Transport facility. Employees gathered together at each facility to read it and sign it. Safety is the most important thing at Highway Transport."

"Keeping our families safe, never wavering in our commitment to keep the



left to right: Marshall Franklin, Highway Transport President & CFO; Rick Lusby, Highway Transport Vice President of Safety; Cal Dooley, American Chemistry Council President; Responsible Care & Sustainability Conference & Expo on Monday, April 15, 2019

motoring public safe," says Highway Transport President & CFO Marshall Franklin, "there is no better way to celebrate our 70-year milestone."

Franklin, father of 9-year-old triplet daughters and a 3-year-old son, adds "As a Responsible Care® partner member, Highway Transport understands the importance of maintaining the highest quality driver delivery standards. Our practice is to make Highway Transport's safety commitment personal."








Responsible Care® uses the acronym RCMS. The letters "R-C-M-S" stand for Responsible Care Management System. Highway Transport Vice President of Safety Rick Lusby says, "At Highway Transport, because we deliver specialized chemicals, we personalize this using the acronym QDMS. The letters "Q-D-M-S" stand for Quality Driven

*continued...*

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## Social Media:

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

## Blogs

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

## Websites

- Hytt.com
- Drive4Highway.com

## – Communications –

865-474-8002  
communications@hytt.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



Management System. Highway Transport's internal QDMS 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 maintains a team of internal auditors."

Responsible Care® is the chemical manufacturing industry's environmental, health, safety and security performance initiative. For the past 30 years, Responsible Care® has helped American Chemistry Council (ACC) member companies

significantly enhance their performance and improve the health and safety of their employees, the communities in which they operate and the environment as a whole.

Responsible Care® partners like Highway Transport are committed to open and transparent reporting and undergo mandatory audits to certify performance. Responsible Care® selected Highway Transport Logistics for exemplary performance. Partner of the Year Awards are selected by a Responsible Care® committee made up of external experts.



Highway Transport Safety Supervisor Eric Ely with a large poster-sized letter of commitment which is signed by employees and on display at every Highway Transport facility.



Responsible Care® trophy



Marshall Franklin, father of 9-year-old triplet daughters and a 3-year-old son, adds "As a Responsible Care® partner member, Highway Transport understands the importance of maintaining the highest quality driver delivery standards. Our practice is to make Highway Transport's safety commitment personal."





Last year, everyone enjoyed kicking off our very first #HighwayDads Instagram posting with this adorable 2018 photo of Marshall Franklin with his toddler son, John Marshall.

left: Here is a recent scene of John Marshall in the newly remodeled Highway Transport entryway

## JOIN THE FUN!

on Instagram when you post your image with the #highwaydads hashtag.

**EXTENDED DEADLINE:** Keep the pictures coming every day until midnight Sunday, July 14, 2019.



Post your Highway Transport dad image on Instagram with the hashtag #highwaydads in the description

**Not on Instagram?**

Simply send your scene via e-mail or mobile to:  
email: [communications@hytt.com](mailto:communications@hytt.com)  
mobile: 865-206-7731



Like Comment Share

#highwaydads #HighwayTransport #knoxrocks  
#Tennessee #HighwayRocks70 #trucking

2018 Winner\*  
Jerry Noland  
pictured with  
his son and  
two grand-  
children who  
were playing  
"chef" while  
preparing  
Sunday  
Brunch.

\*Winner is randomly drawn from all images submitted.  
Winner to be announced Monday, July 15th.  
Prize = \$100 gift credit in the Highway Transport company store HyttStore.com.

## Cargo Tank Inspection and Test Training

### HM-183 Cargo Tank Inspection and Test Training

Every three years our shop technicians that are qualified as Registered Inspectors are required by the Department of Transportation under 49CFR 180.407 to have this training.

This training session was conducted at Highway Transport's Knoxville Shop May 8<sup>th</sup> and 9<sup>th</sup>.

#### Attendees:

Jonathan Yob – Croydon  
Kevin Steenken – Florence  
Glen Keen – Knoxville  
Kenneth Dickey – Knoxville Shop Manager  
Walt Satterfield - Knoxville  
James Smith – Knoxville  
Larry (Thomas) Tinch – Knoxville  
Andrew Green – Knoxville  
David Breedlove – Knoxville  
Jesse McCulloch – Knoxville

Earlier in 2019, the same training was performed at our Joliet and La Porte locations.



Jonathan Yob



David Breedlove



seated at the table left to right: Kevin Steenken, Walt Satterfield, JT Smith, Kenneth Dickey, David Breedlove, Andrew Green, Larry (Thomas) Tinch, Jesse McCulloch, Glen Keen, Jonathan Yob  
standing: instructor; Don Brittingham,



left to right: Glen Keen, Thomas Tinch, Instructor Don Brittingham

Don Brittingham, AID, Inc. conducted the training. Don has been performing the training at our locations since 2013.



# Chris Jenkins 20 Year Milestone



Chris and Dara Jenkins with their two sons, Parker (age 7) and Austin (age 11)



Chris' son Austin



Chris with his brother





Chris Jenkins and Marshall Franklin, President & CFO of Highway Transport



Rick Lusby and Angela Corbett



Jerry Noland, Dale McClanahan, and Hunter Stokely



Matt Powell, JT Torbett, Andy Schults



Chris Jenkins and Greg Watkins, Vice Chairman of Highway Transport



Kenneth Dickey, Doug Vineyard, Emileigh Harmon



The 20-year Milestone at Highway Transport is celebrated with the Rolex watch. Chris Jenkins achieved this meaningful milestone. Greg Watkins and Marshall Franklin presented the 20-year watch to Chris in a special ceremony.

Chris Jenkins' wife Dara and their two sons (ages 7 and 11) were proud and happy to be able to attend. Dara's name is pronounced "Dah-rah."

Chris' logistics career began in Atlanta when he worked for a trucking company named DSI, which ultimately was purchased by Trimac. For Highway Transport, Chris spent 6 years at the Highway Transport service center in Charlotte, NC. Chris says, "If it weren't for Greg sending me to work in Charlotte, I never would've met my wife." When Chris came to Charlotte, he and Charlotte service center manager Deb Lineberger struck up a lifelong friendship. Upon hearing about Chris' 20-year milestone, Deb wrote the following message of congratulations to Chris and Dara:

Awesome! Dara, I love Chris like a son. I always knew he would excel no matter what he chose to do. Of course, there is the woman beside the man! I remember when he fell in love with you. This is also your success and now the boys' as well. Y'all are his reason. I see that in every family photo. Please tell him how grateful I remain that he taught me, believed in me. I am a better person having been part of his team. Most of all, how proud I am of him today. Not there in the physical, but there in spirit. Thank you for sharing this with me. I love you all.

After his time in Charlotte, Chris and Dara were grateful for the opportunity to move to Florence, KY where they stayed for 13+ years. "We miss Florence.," says Chris "Being near Cincinnati put us near Dara's family who mostly live near Dayton, Ohio. We enjoyed being convenient to the large metro area of Cincinnati with all the nice restaurants and new developments." Dara adds, "The Dayton/Cincy area has a FULL winter season. So, we are enjoying the milder Knoxville climate of Knoxville."

Chris says, "Here in Tennessee we are enjoying being near my family. Plus, we get out to the area lakes as much as possible."

Throughout Chris' Highway Transport career he also filled in at various service centers during times when a manager was out. While he was in Joliet, Dara was pregnant with Parker, their 2nd son who is now age 7.

In Florence, Dara always enjoyed helping out during Driver Appreciation Week. Dara says, "Chris always did the basic hamburgers and hot dogs, but then I started bringing flowers and some extra side dishes." It became funny because each time I visited the Florence service center everyone would start asking "did you bring us something?"

*You sent him here to Florence, and now we're giving him back.*

*—Mike Liggett  
Tank Cleaning Operations  
Highway Transport Florence*



# Highway Highlights

## In the Shop

The old suspension on the right is the HT 230 being replaced by the one on the left which is called a Hendrickson Intraax

These new axles are being installed on our 1999 & 2000 model air ride suspensions.



Suspension photos by Kenneth Dickey



## Special Shout Out from Larry Fink to Alvin Johnson

I received a phone call from a very concerned female motorist on I-10 this morning commending our driver Alvin Johnson for the extraordinary job he did avoiding becoming involved in a major accident while transporting a loaded trailer this morning.



According to the motorist Alvin Johnson was cut off by another vehicle and was forced to slam on his brakes to avoid this person and several other vehicles that were forced to stop quickly due to this single motorist. Alvin managed to avoid a major collision and possible roll-over all while maintaining his cool during a very difficult and stressful situation. He has continued on his trip and made a successful delivery.

The caller was also very appreciative of our training for our drivers and the high standards we hold them to. She applauded our training and safety efforts.

We don't receive these calls very often and I'm sure this happens multiple times per day across the country with our drivers. We should all try to remember this as we go about our daily business.

## Milestones

Highway Transport is now 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 leadership in a special ceremony.



## Eastman Meeting

On May 14, 2019, our HT group attended the 69th Annual Appalachian Logistics League / Eastman Chemical Export-Import Supplier event at Kingsport, TN.

There were attendees from all over the globe. Represented were members from the liquid bulk, railroad, van trucking, and maritime shipping industries.

Athletic Director and former Vol football coach Phillip Fulmer was the guest speaker.



## Nalco Meeting

Brenda Skoda on May 9, 2019 at the Naperville, IL corporate offices of Nalco. We were there for introductions for Brenda since she became our Strategic Account Manager for Ecolab / Nalco. Brenda recently relocated to Knoxville

to take this position after managing the Ecolab / McDonough, GA account for HT for 12 years.



left to right: Steve Kitts, Coach Fulmer, Don Kite, Chris Jenkins, and Matt Powell.



## Pittsburgh Hiring Event

**April 10 & 11** —Joe Sheldon, Chris Jenkins, and Robin Wilson enjoyed interviewing potential drivers at the Pittsburgh hiring event which was held at Beaver Valley Mall in Monaca, PA. #grateful for driver Tom Frain and his excellent image on the outdoor signage appearing in throughout the #pgh region. #Spring in #Pennsylvania. Our group enjoyed meeting everyone and discovering more about the Pittsburgh hiring climate. With an intense culture of safety and a 71-year legacy, Highway Transport moves into the Pittsburgh PA market with an eye on recruiting top talent. The skills of our chemical tanker drivers make Highway Transport drivers stand out among drivers in the trucking industry. Pittsburgh workers stand out above other areas of the country. Highway Transport Chemical wants to be a part of Pittsburgh's new business model, their spirit of growth. Currently, Highway Transport has a great service center in Coraopolis, PA with 6 drivers. The service center manager in Coraopolis is Ken Price.



**Highway Transport is a member and regularly writes blogs and shares fun scenes in the following Facebook groups:**

- ▶ Pittsburgh and Surrounding Area Jobs – 21,000 members
- ▶ Joliet Connect – 5,498 members
- ▶ Job openings: Livingston Parish/Baton Rouge – 5,471 members
- ▶ Northern Kentucky Jobs – 2,342 members
- ▶ Ascension & Baton Rouge Job Search – 2,163 members
- ▶ Cincinnati Area Jobs – 1,964 members
- ▶ Cincinnati Ohio Jobs – 2,072 members
- ▶ Who's Hiring in Cincinnati – 3,430 members
- ▶ Chicagoland Jobs Listings – 42,400 members
- ▶ Brazoria County Jobs – 24,429 members
- ▶ Jobs In Philly, PA, Jersey & Delaware – 39,508 members
- ▶ Boone County Neighborhood Group – 22,000 members



*Do you know of a Facebook career group in which Highway Transport needs to participate? Send your suggestion to [recruiting@hytt.com](mailto:recruiting@hytt.com)*

**One Million** Celebration plans are in the works for David Williams of Highway Transport Joliet



**Three Million** Celebration plans are in the works for Jackie Taylor, Highway Transport Knoxville



## La Porte Service Center Award of Excellence



Highway Transport La Porte Service Center received the Highway Transport Shining Star Award for Outstanding Performance. Larry Fink

accepted the star-shaped trophy on behalf of everyone at the La Porte Service Center. Each service center is evaluated quarterly using several metrics including safety, on-time service, efficiency, and financial stability.

# Rolling Strong

## History:

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 widow Kitty encourages all Highway employees to join Rolling Strong.



## Rolling Strong Insights

from Richard Peterson

I looked into the program, because I know truckers who have died due to health issues. The food on the road is horrible; fried, high in sodium, and high in calories. I've always been active and am a runner. Recently noticed I was putting on some weight, nothing huge, but enough that I want to lose it and drop 2 inches of weight. Working with my coach I have eliminated Gatorade, since it's high in sugar. I don't drink soda, but I liked Gatorade.

When I have home time I run at a park close to my house. On the road when I stop at truck stops I try to do 100 jumping jacks and sit-ups. I've ran 3K and 5K's in the past and have a goal of running a 5K very soon. Working with a Rolling Strong coach I've started drinking more water and have worked on my diet. I meal prep and buy food from Whole Foods like veggie patties, kale, bananas, lots of fruit and vegetables. I eat a lot of chicken and fish and limit red meats. When I season my food I don't use salt, instead I use spices and seasonings.

### My tips to fellow drivers:

- ▶ Start working out 2 times a week and get your heart rate up.
- ▶ I fast from 6 PM to 8 AM, since food doesn't digest and I don't sleep well when I eat close to bedtime. I recommend other drivers trying this too.

**Richard Shares More in-depth Information:** I like to collect marathon t-shirts. If I'm in a 5K or a 10K, I enjoy getting the t-shirt.

Coming up on June 15th in Houston I'm running in a beer one. I don't drink, but look forward to the run, being with friends, and adding a t-shirt to my collection. It's the Texas Beer Challenge where there are eight different independent breweries. Each brewery holds a 5K. The challenge is to finish at least six 5Ks to complete your "6 pack."

When I'm on the road and get to a stop and there's nowhere to run, I jump rope and walk around the yard.

It would be nice to have a treadmill at each service center, where I could get some running in, even if it is just for half an hour.

Anytime I go through Baltimore, I visit with my sister, and we go for a run. She walks and I run.

At home in Houston, my favorite thing to do is run/walk for about 5 miles in Memorial Park.

When I'm at Highway Transport Croydon, I walk on the yard and jump rope.

If I stay in a hotel, I use the hotel treadmill.

Right now I'm wearing my favorite shorts. I have to confess: I purchased these shorts in 1998. A couple weeks ago I thought "my favorite shorts are getting tight."

At home in Houston, I go to a very small park, and the trail is unpaved. It takes many laps to get in a couple of miles.

I told the Rolling Strong coach I drank a small bottle of water, and the coach and I discussed

the need for me to increase water. So, I found this one water brand I like; it is named *Essentia*—I like the pH balance, the taste, and the size of the bottle and I buy it by the case.

In the sleeper, I have my blender. It was \$9 at Wal-Mart. I chop some beets, add a small amount of POM pomegranate juice, and ice. It is the most refreshing thing to drink. When the ice is crushed, you just sip on it, and it's the best thing to sip on while driving.

Before I began truck driving, I was kind of a gym geek.

Another combination I like to put in my blender is baby kale, avocado, and banana. Then I add a small amount of coconut juice.

One more combination I recommend is beet, banana, and mango. Then I add a small amount of coconut juice. Occasionally I'll use aloe vera juice instead of coconut juice.

The only food I purchase on the road is soup or salad.

*I'm looking forward to running my 5K soon and sharing my finish time and picture!*

When I'm at home and need a big meal—like a big feast—I put some fish or chicken in a 500 degree oven. I use seasonings but try my best to avoid salt. Salt is one of my pet peeves. I try to do like my mom and trim all the fat off the chicken, season it up real good, then slide it into the oven—it's delicious.

Truck stop foods are nothing but garbage.

I have mostly stopped drinking coffee. Last night I had a little bit of coffee to keep me alert for work in the middle of the night. But I try my best not to drink it as a daily routine.

You can give up any habit you want. You just have to put your mind to it.



## Rolling Strong Success

Lisa Alderede

Lisa has lost 34 lbs by changing her diet and moving more while driving out on the road. The Rolling Strong program helps the Highway Transport drivers by promoting healthy habits while on the road. This program has made her more aware small changes she can make to help better her health.

She now watches her sugar intake and has increased her daily water intake. She is able to check her bio metric numbers when at La Porte, TX. Using the HIGI station. She made new goals with the Rolling Strong health coach while on-site. Congrats to this wonderful driver.



## Fun Contests

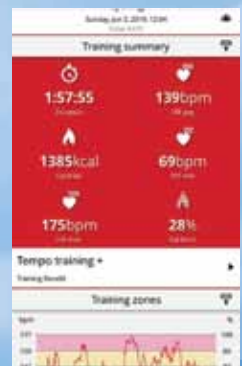
Throughout May, members of the Rolling Strong program enjoyed participating in weekly competitions.

**Monthly Prizes** are awarded to the top the Rolling Strong participants who earn the most app points:

- 1<sup>st</sup> Place = Garmin Vivosport, Alen Smailovic
- 2<sup>nd</sup> Place = \$75 MasterCard Reward Card, Patrick Andreika
- 3<sup>rd</sup> Place = \$50 MasterCard Reward Card, Vanessa Aragon

### Weekly Competition Winners

- ▶ May Week 1 Winner Patrick Andreika
- ▶ Vanessa Aragon May Week 2
- ▶ Alen Smailovic May Week 3 & May Week 4



### How to I participate?

Complete enrollment in the Highway Transport Rolling Strong Program using the email or text message from Rolling Strong.

### Does it cost me anything?

No. It is FREE for any Highway Transport employee to participate.

### Questions?

Contact Rolling Strong with any questions or for help registering for competitions.

[coachme@rollingstrong.com](mailto:coachme@rollingstrong.com)

913-551-0106

## 3 in 30 at Highway Transport

In the weeks leading up to Safe + Sound Week, which takes place every August, managers are encouraged to participate in OSHA Take 3 in 30.

Service Center Managers, show everyone that safety starts with you.

Managers are encouraged to take 3 actions in 30 days.

Managers, Challenge your Highway Transport colleagues, suppliers, and partner organizations to take 3 in 30.

**Take 3 in 30 as we build toward  
OSHA Safe + Sound Week  
August 12 – 18, 2019**

#Take3in30  
#SafeAndSoundAtWork



### Managers!

We challenge you to take 3 actions in 30 days.

Management leadership is a core element of a workplace safety and health program. Accelerate your program and show your commitment in your workplace.

Ready to take the challenge? It's as easy as **1-2-3**



**15 Actions to Show Leadership in Safety and Health... or pick one of your own!**

<p><b>1</b> Make safety part of your daily conversations with workers.</p> <p><b>5</b> Write a company newsletter article about your commitment to safety in the workplace.</p> <p><b>11</b> Post a flyer or poster about safety in the workplace.</p>	<p><b>2</b> Walk the floor to identify hazards.</p> <p><b>6</b> Make a video on safety, for example, with an interview or demonstration.</p> <p><b>7</b> Set safety and health program goals and objectives.</p> <p><b>12</b> Establish or update a written safety or health policy.</p>	<p><b>3</b> Host a short safety meeting.</p> <p><b>8</b> Spot workers who meet or exceed safety and health goals.</p> <p><b>13</b> Review and modify your business procedures to ensure they consider safety and health.</p>	<p><b>4</b> Request a no-cost and confidential OSHA consultation.</p> <p><b>9</b> Allocate additional resources toward safety and health programs.</p> <p><b>14</b> Tell businesses you work with about your commitment to safety and health.</p>
<p><b>10</b> Find or become a safety mentor.</p>			



Mark Your Calendar

**September 8 - 14**

**National Truck Driver  
Appreciation Week**

**TRUCKING**  
Moving America Forward



# MDI Training for BASF Loads



photographs by Patricia Wandrep

## Highway Transport Wyandotte

**April 2019** – Highway Transport Regional Manager Lucian Welch traveled to Highway Transport Wyandotte to collaborate with Mark Daugherty on specialized training for Highway Transport drivers hauling MDI loads. Highway Transport hauls MDI loads for BASF.

Methylene diphenyl diisocyanate (MDI) requires specialized hoses and fittings + careful attention to detail. BASF procures raw materials in order to manufacture MDI.

left to right: Mark Daugherty, Robert Willis, Dennis Resetar, and Lucian Welch



left to right: Geismar driver Robert Willis, Mark Daugherty, and Lucian Welch at Wyandotte MDI training



### The following specifics about MDI are provided by American Chemistry Council

Diisocyanates are important in the production of countless products, particularly in the transportation and construction industries. Diisocyanates used in polyurethane production are divided into two types: aromatic diisocyanates and aliphatic diisocyanates. methylene diphenyl diisocyanate (MDI) is an aromatic diisocyanate.

Methylenediphenyl diisocyanate (MDI) is a chemical used in the production of polyurethanes for many applications. MDI is used primarily in the production of rigid polyurethane foams used for insulation for your home or refrigerator, and many other uses. Insulation made with MDI can help consumers save on their heating and cooling costs and conserve energy. Some additional uses of MDI in polyurethanes include coatings, adhesives, sealants, and elastomers found in items such as paints, glues, and weather resistant materials. It is also used to make many types of footwear, sports and leisure products and to a much lesser extent, some specialty flexible foams. MDI can also be used as a binder for wood and to produce mold cores for the foundry industry.



Lucian Welch



Hoses for MDI Loads



Lucian Welch advising driver Charles Liverance of Wyandotte on MDI loads for BASF



### Kenneth Harris

Kenneth Harris, Geismar Regional Driver, received his 1st year Safety Award.

left: Kenneth Harris  
right: Lucian Welch



### Ed Heard

Edward Heard, La Porte Regional Driver, received his 3<sup>RD</sup> and 4<sup>TH</sup> year Safety Awards.

left: Cliff Irons  
right: Ed Heard



### Stephen Clayton

Stephen Clayton, Regional Joliet Driver, received his 1 year Safety Award.

left: Stephen Clayton  
right: Kyle Lukwinski



## Marshall and Lucian Present

Marshall Franklin served as part of a panel of experts at the 10th Annual BASF Bulk Trucking Symposium *photos by Patricia Wardrep*

The following Highway Transport group attended the symposium in Orlando, Florida.

- ▶ Tricia Wardrep, Strategic Account Manager
- ▶ Marshall Franklin, President & CFO
- ▶ Chris Jenkins, Managing Director of Central Operations
- ▶ Lucian Welch, Regional Manager, Geismar and Lake Charles



Ina Bodecker BASF at the podium discussing transportation operations

left to right:  
Scott Oswald, Transplace  
Amber Goshley, Schneider  
Fernanda Kompatscher, BASF  
Jeff McDaniel, JAG



Executive Roundtable discussing the most pressing challenges in our organizations: Bob Heniff, Heniff; Bill Marchbank, Trimac; Marshall Franklin, Highway Transport; David Langer, Langer Transport; David Bazzetta, BASF (podium)

## Speak Up!

**Do you have a suggestion, question, idea, or comment?**

These **Speak Up!** postcards are a great way for employees to directly communicate with top Highway Transport leaders. These are located in the driver room at every service center. Fill it out, seal it, and mail it. The postage is pre-paid.



Scott Saulnier, Learning & Development Program Manager



## GOAL = Get Out And Look

March 2019 – Drivers received basketball stress balls during March Madness basketball tournament season. It was a fun time to raise awareness for Highway Transport drivers to Get Out And Look using the acronym G-O-A-L. The basketball analogy was the idea of Scott Saulnier who says, “a visual reminder can really help make a safety message be more effective.”



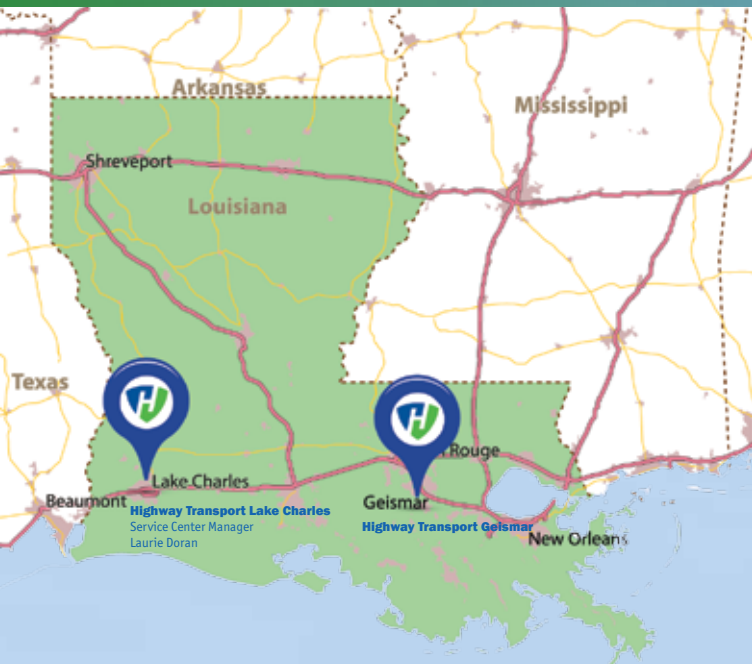
**Do you have some great ideas or stories for the next newsletter?** Or is there something that you aren't crazy about? We are always open to change and making this

newsletter all for you, so let us know if there's anything you want to say. Email [communications@hytt.com](mailto:communications@hytt.com) or contact your manager.



I thought the last issue of *Highway Highlights* was too long but after I finished I kept going back through it over and over. It makes me so proud of our company and people! —Greg Watkins

# New Service Center - Geismar, Louisiana



Construction is under way on a new Highway Transport service center in Geismar, Louisiana. This expansion is at the heart of Highway Transport's growth strategy. Major chemical companies ask us to extend our capacity particularly throughout the southeastern corridor of the U.S. where many chemical manufacturers are expanding their facilities.



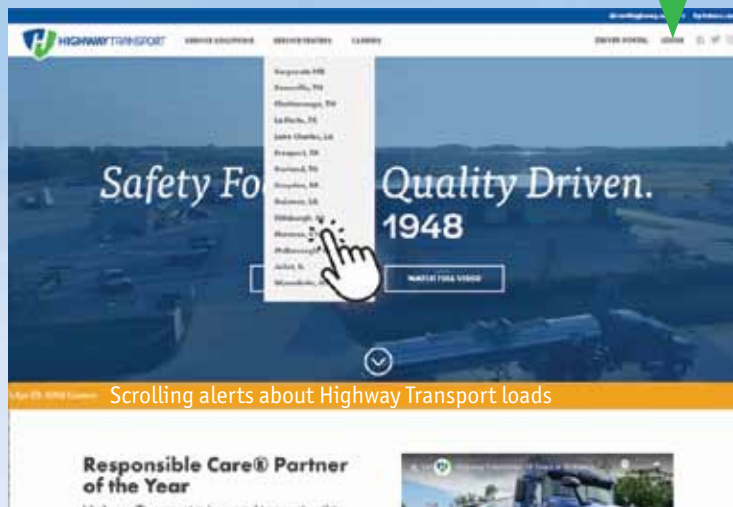
Want to keep up with development of the new Geismar location?  
Visit the Facebook page:  
Highway Transport Geismar.



- ▶ Each Highway Transport service center has its own web page
- ▶ Driver Portal: information & video zone just for drivers
- ▶ Service Center Alerts: load-related alerts scrolling news ticker

## On Your Computer

The look of the login button has changed.



## On Your Mobile

The look of the login button has changed.





# Administrative Professionals Day

Businesses have evolved since the era when “Secretaries’ Day” was the norm. Highway Transport is invested in the future of administrative professionals + all employees. An appreciation cookout was organized by Jassiman Simms. Knoxville area friends and colleagues from Highway’s Knoxville Amherst location invited Dow Chemical industry friends. Everyone gathered for a cookout at the corporate location at Baum Drive. Todd Helms in IT captured drone footage outdoors. Employees enjoyed a beautiful spring day with good food then an afternoon group stroll around the block.



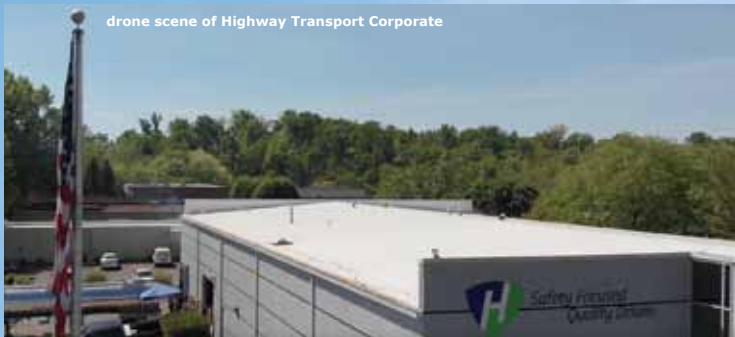
overhead drone scene



Jassiman Simms  
organizer of the event



Sandy Carr



drone scene of Highway Transport Corporate



overhead drone scene of Highway Transport Corporate



Joe Sheldon



left: Chris Jenkins  
right: Doug Vineyard

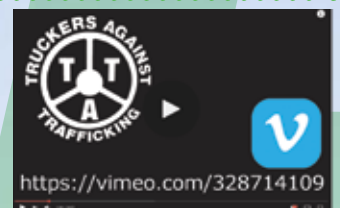


left: Greg Watkins  
right: Kenneth Dickey

## Truckers Against Trafficking

Highway Transport is a gold level sponsor of Truckers Against Trafficking #TAT #trucking #truckdrivers combating #humantrafficking

TAT's latest video production is titled “Addressing Demand: Man to Man” which is posted by iEmpathize on the video site Vimeo.com. The video explores the idea of how addressing the demand for sex-buying combats human trafficking. <https://vimeo.com/328714109>





# Personnel & Organizational Structure

## Vice President of Transportation Operations

It is with much enthusiasm and anticipation I announce a change in organizational structure. We are taking important steps that will help achieve company goals and position us for long-term growth. We expect the organization to be more innovative, taking advantage of opportunities critical to our future.

We are positioning ourselves for future growth and efficiency. I am confident that our new structure will enable us to benefit from many new, extraordinary opportunities ahead.

Matt Powell has been promoted to VP of Transportation Operations. Matt brings many years of experience to this role and will be an asset in helping us meet and exceed goals and expectations.



### Reporting to Matt



Joe Sheldon will be the Managing Director of Regional Operations, responsible for overseeing all Service Centers.



Chris Jenkins will be the Managing Director of Central Operations, responsible for overseeing System Operations and the Brokerage business.



Andy Schultz will be the Director of Network Engineering and Field Technology. We have great expectations for this new position and the benefits Andy can deliver regarding network efficiency, learning and technology.

## Safety

Calvin Humphries has joined the family as a Safety Supervisor in La Porte, TX. Calvin comes to us with several years of safety management experience and also many years of driving a chemical tanker truck. I am pleased to announce that Brian Vinson is now a Safety Supervisor. Brian started as a Highway Transport driver in 2003. —Rick Lusby, VP of Safety



I am pleased to announce that Patricia ( Tricia ) Wardrep is now on board with us in the new position of Strategic Account Manager / BASF.

Tricia joins us with several years of experience in customer service, distribution, and sales. Please join me in welcoming Tricia to the Highway Team.

—Steve Kitts, Director of New Business Development





—Jean Anne Dugger,  
VP of Human Resources

# Personnel & Organizational Structure



## Human Resources

Michelle Rayfield has been promoted to Sr. HR Manager, reporting to Jean Anne Dugger, VP of Human Resources. Michelle Rayfield has been with Highway Transport 6 years and a valued member of the Payroll/Finance team.

Sheree Hamlin,  
Benefits and Leave  
Specialist



— Calvin Walters,  
Accounting Manager

Catherine Selbrede has joined Highway as our new Payroll Supervisor and will lead the payroll department as Michelle Rayfield transitions into her role as Sr. HR Manager. Catherine brings a wealth of experience in payroll, accounting and process improvements. We look forward to her positive impact here at Highway. Please join me in welcoming Catherine to our team.



Catherine Selbrede

It is with great pleasure I announce two new changes on our operations team. Lucian Welch & Larry Fink both have been promoted to Regional Service Center Managers. Lucian is responsible for overseeing the Geismar and Lake Charles locations and Larry will oversee La Porte and Freeport.



Larry Fink

## Recruiting

Recruiting is now part of the Highway Transport HR Department. They have moved from their current Amherst Road location to Baum Drive in Knoxville, Tennessee. Welcome Robin Wilson, Angela Corbett, Emileigh Harmon and Autumn Rogers to the HR Team.



Robin Wilson, Recruiting Manager



Emileigh Harmon, Recruiter



Angela Corbett, Recruiter



Autumn Rogers, Recruiter

I am very pleased to announce that Shannon Hinchey has joined the Highway Accounts Receivable team as Tariff / AR Specialist.

Over the past year, Shannon has achieved great things as our Payroll Specialist and will now be bringing her experiences and knowledge to cash posting and customer tariff maintenance.

Please join me in congratulating Shannon and wish her the best of luck in her new role.

— Aaron Matthews  
Collections & Accounts Receivable Manager

These strategic changes will position us for future growth and help us meet our goals. Please join me in congratulating both on their new positions.

—Joe Sheldon, Managing Director of Regional Operations



Lucian Welch

*With our new structure and the incredible talent working at Highway Transport, I am certain that our best days lie ahead.* —Marshall Franklin



# TTA Memorial Day Weekend Safety Break

## Highway Transport Helps Trucking Industry Share Refreshments & Safe Driving Tips with the Motoring Public

**Friday, May 24, 2019** —Highway Transport was honored to be invited to team up with Tennessee Trucking Association to share refreshments and safe driving tips with motorists. TTA's Safety Management Council Members and Department of Safety set up at rest areas across the state providing free refreshments for travelers and encouraging safety as they traveled during the holiday weekend.

### LOCATIONS:

Rest area I-40 Westbound near Dickson – Mile Marker 170

Rest area I-40 Eastbound near Jackson – Mile Marker 73

▶ Rest area I-40 Westbound near Dandridge – Mile Marker 425

Rest area I-75 Northbound near Athens – Mile Marker 45

TTA had a tractor-trailer on display at each location to illustrate the four blind spots around large vehicles where crashes are more likely to occur. Motorists enjoyed being able to climb inside the truck and see the blind spots for themselves. Road Team Captains were available to discuss the importance of buckling up, slowing down, keeping a safe following distance, not drinking and driving as well as the risks of drowsy driving and distracted driving (texting, cell phone usage, etc.)

70 to 75 percent of all truck-related auto fatalities are caused by the car driver, according to figures from the Department of Transportation and AAA. Thirty-five percent of these occur in a truck's blind spots. "Many drivers don't realize the limitations of larger vehicles," said Dave Huneryager, President and CEO of TTA. "By helping motorists understand how to safely share the road with large commercial trucks, we hope to make this weekend safer for everyone."



Tennessee Trucking Association Road Team Captains Eddie and Wayne. Eddie is holding a group photo of all road team captains.



WATE 6 on Your Side news interviewing Jeremy Snapp, Director of Safety, Tennessee Trucking Association



Kim Ottinger  
State Farm Insurance,  
event sponsor



right: road team captain Wayne explaining truck blind spots to a motorist



demonstration truck provided by Wal-Mart





# Pete Ballard Retirement Celebration

**Thursday, May 30, 2019** —A special luncheon was held at Joliet Service Center to celebrate Pete Ballard's 9 years as General Service Manager of the Joliet Shop. A word of thanks to Maureen Dennis-Wilbert for making the effort to capture scenes of Pete with all shifts.



Pete Ballard



left to right: Maureen Dennis-Wilbert, Steve Graven, John Guistat, Pete Ballard, Kyle Lukwinski, Angie Opyd, John Troughton, JR Miller



left to right: John Guistat, Pete Ballard, John Troughton, JR Miller

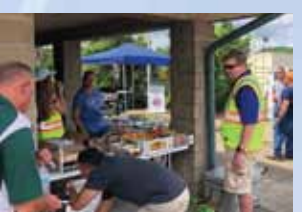


left to right: John Guistat, Mike Jones, Bruce Frost, Pete Ballard, John Troughton, Donnie Elder, Kyle Lukwinski, JR Miller

## Weigh Station Inspection Event

**Friday, May 31, 2019** —Check out these cool scenes from Rick Lusby, Highway Transport Vice President of Safety. Rick and Safety Supervisor Brian Vinson participated in the TTA Roadside Inspection Event off of I-81 in Greeneville, Tennessee Exit 23. Greeneville Scales I-81 is a great outreach experience with Moore Freight Service (Co-Sponsor) and Thermo King of Knoxville, Inc. (Co-Sponsor)

The Tennessee Trucking Association in conjunction with the Tennessee Department of Safety conducts several roadside inspections across the State of Tennessee each year. Each roadside day offers the best educational experience a company can have regarding how roadside inspections are conducted. Participants divide into teams and a State Trooper is assigned to lead each team. Teams work with the Troopers as they pull vehicles in for inspections.



# Birthdays

## January

Daniel Behrendt  
Billy Bishop  
Bobby Booth  
Stephen Broxterman  
Jose Collado  
Brian Crockett  
Malcolm Dewberry  
Edwin Diaz  
Mark Dickens  
Derek Duchamp  
Chesley Duncan  
Ronald Dunlap  
Jeffrey Edwards  
Mark Ellis  
Michael Fletcher  
Bruce Frost  
Eric Frost  
Louis Harris  
John Hill  
Steven Hittinger  
Christopher Jenkins  
Alvin Johnson  
Mark Johnson  
Andrew Johnson Sr.  
Glen Keen  
Marlon Kellyman  
Derrick Lane  
Robert Liggett  
Carey Livingston  
Stephen Lusk  
Donald Mahalec  
Leslie Malone  
Gary McClanahan  
Michael S Mitchell  
Joshua Payne  
Denis Propin  
Dexter Ratliff  
Francisco Rodriguez  
Jassiman Simms  
James Smith  
Tressa Smith  
Kevin Steenken  
Melton Tennelle  
Darius Woodley  
Kelly Worsham

## February

Edward Adair  
Ernest Bell  
Billy Cash  
James Coleman  
Travis Collier  
Steven Cranfield  
Phillip Daniels  
Larry Duncan

Dorian Boardman Fall  
Roy Flores  
Wuilber Flores  
Phyllis Freeman  
Logan Gibson  
Lewin Graham  
Lydia Halda-alija  
Randall Holland  
Justin McCroskey  
Harry Miller  
Howard Mims  
Bryan Pack  
Richard Parker  
Pamela Randol  
Thomas Ratliff  
Daisy Rosales  
Joseph Ryan  
Jerry Simpson  
Kerrie Smith  
Micah Stair  
Thomas Stanford  
Dawn Takebayashi  
Edward Terry  
Brian Vinson

## March

Stanley Andreika  
Patrick Behne  
Stephen Bochard  
Randall Brister  
Martin Brown  
Damon Butler  
Vince Cook  
Michael Dailey  
Kenneth Dickey  
Wendy Drummer  
James Gibbs  
Arnulfo Gonzalez  
Travis Green  
Marcellus Hawkins  
Richard Hislip  
Robert Ivery  
Angel Kinsler  
Edward Knowles  
Parris Lane  
Billy Lewis  
Billy Lively  
Michael Marshall  
Jesse McCulloch  
Brian Medvick  
Chester Moody  
Chester Mundy  
Jerry Nicely  
Cecil Phillips  
Darroll Portwood  
Harold Randolph

William Reagan  
Samuel Sharp  
Joseph Stewart  
Lonnie Surgener  
Samuel Varela  
Eliezer Ventura  
William Walters  
David Weidner  
Michael Wynne  
Lei Zhang

## April

Allen Adams  
Darren Angelo  
Darrell Artis  
Frederick Bennett  
Christopher Cardea  
Michael Cawthon  
David Coleman  
Antonio Cruz  
Scotty Cumby  
Joseph Davis  
Rob Farmer  
Okemi Fields  
Steven Fontes  
Steven Foster  
Charles French  
Sheree Hamlin  
Stanley Harris  
Clinton Harrison  
John Hines  
Andrew Johnson  
Michael Jones  
Jeffrey Lane  
Emmanuel Lugard  
Shaun McCanna  
Joe McMullin  
Vincent Meschievitz  
Christopher Miller  
Karim Mojtahedi  
Linh Nguyen  
James Nicley  
David Owens  
Richard Paden  
Dennis Pheifer  
Shaleece Pillow  
Steven Planck  
Matthew Powell  
Dennis Resetar  
Donald Seaton  
Brett Stovall  
Michael Stropp  
Darrell Underwood  
James Unruh  
Travis Vessel  
Ronald Welch

Demarco Woody  
Jerry Young

## May

Felbert Cagley  
Shawn Casey  
Zak Christensen  
Sheldon Connor  
Robert Crist  
David Davidge  
George Deem  
Wyatt Dockery  
Jean Dugger  
Aaron Evans  
Paul Garbett  
Brian Hill  
James Kite  
Michael Krescanko  
Logan Laug  
Charles Liverance  
Craig Longenecker  
Richard Lusby  
Stephen Martin  
Carl McLeod  
Tom Mohr  
Christy Paul  
Donald Peth  
Damon Pipkins  
Kenneth Price  
Angela Pustelak  
Jose Reyna  
Jose Rivera  
Mario Simpson  
Richard Tuders  
Doug Vineyard  
Katina Whittington  
Robert Willis

## June

Robert Alberson  
Fred Baker  
Miguel Astacio Bello  
Henry Brown  
Mitchell Brown  
Steven Chapman  
Stephen Clayton  
Sean Connally  
Ashley Coussou  
Dennis Dailey  
Thomas Edwards  
Floyd Elzie  
James Fletcher  
Marshall Franklin  
Walter Gamble  
Craig Green  
AJ Hawley  
Elvin Haynes

Pamela Holt  
Blake Horton  
Khalia Jackson  
Jared Martin  
Timothy McConnell  
Steven Melton  
Charles Milliner  
Michael Mitchell  
Ronnie Nelson  
Ariel Ondo  
Louis Palmer  
Joey Parks  
Merly Pleasants  
Edmund Pollitt  
Keith Richardson  
David Rudan  
Kenneth Salmon  
Parker Simunek  
Robert Sturgil  
Daniel Talerico  
Edwin Tice  
Jeffrey Waring  
Dennis Williams  
Jesse Yawn

## July

Mark Anthony  
Michael Blochowski  
Walter Burger  
Demon Conner  
Peter Cordell  
Robert Cueva  
Norbert Dejesus  
James Eden  
Larry Edwards  
Eric Ely  
Stephen Falkner  
Thomas Frain  
Thomas Freeland  
Steven Graven  
John Guistat  
Logan Hill  
Andre Hunter  
Lonnie Jennings  
Cliff Jones  
Robert Kline  
Eleazar Leal  
Kyle Lukwinski  
Shannton Luster  
Heathar Mack  
Aaron Matthews  
Jonathan Mells  
Billy Morgan  
Paul Noe  
Carlos Pastrana  
Dustin Perry

Ace Price  
Rodney Price  
Michael Riley  
Alfredo Rodriguez  
Rebecca Sanders  
Catherine Selbrede  
Timothy Sheahan  
Alen Smailovic  
William Stone  
Mark Stucky  
Lydell Summerville  
Joe Thompson  
Kenneth Tyler  
David Williams  
Jeffrey Womble

## August

Philip Altherr  
Vanessa Aragon  
Michael Bigler  
Don Bordelon  
David Breedlove  
Christopher Carson  
Tammie Chaumont  
Brandon Crenshaw  
Maureen Dennis-wilbert  
German Esteva  
Darryl Gibbs  
James Hegland  
Dennis Holmes  
Darryl Hunter  
Ricky Hutto  
Michael Isaacs  
Christin Johnson  
Andre Jones  
James Kinnevy  
Jesse Kirk  
James Kyle  
Allen Lanham  
Michael Liggett  
Deirdre' Lorenzano-bavonese  
Gregg Lott  
Michael Monroe  
Christina Nolan  
Richard Peterson  
Frank Petrone  
Michelle Rayfield  
Duane Regnier  
Amanda Richardson  
Johnny Richardson  
Kathleen Rock  
Kendall Rothman  
Douglas Scales  
Shaun Shepard  
William Shields



# Birthdays

Andrew Spain  
Leonard Steele  
Vada Thaxton  
Thomas Vaughn  
Gregory Watkins  
Lucian Welch  
Barbara Whitehead  
Robert Williams  
Reginald Williams  
Robin Wilson  
Jonathon Yob  
Kevin Yohe

## September

Don Anders  
Blake Baker  
Kenneth Barnett  
Ronald Booker  
Sandra Carr  
Larry Chester  
Sean Conte  
Maurice Dawson  
Rosendo DeLaRosa  
Joe Angel Diaz  
Nam Do  
Laurie Doran  
Phillip Downing  
Johnson Eiler  
David Ervin  
Justin Fall  
Michael Gilvin  
Kevin Gray  
Bobby Hampton

Emileigh Harmon  
Edward Heard  
Xavier Horace  
Wardmoore Jackson  
DH Lee  
Daryl McClenton  
David McCroskey  
Carlton McFarland  
Charles Moore  
Christopher Norris  
Donald Pettigrew  
Billy Pickett  
Robert Randalls  
Carlos Rodriguez  
Andrew Schultz  
Brenda Skoda  
Joseph Smith  
Jose Solis  
Samuel Square  
Eugene Square  
Richard Tallent  
Scott Tugman  
Brock Wempa

## October

Adrian Alanis  
Bryant Arceneaux  
Shawn Bedillion  
Christopher Bennett  
Ronald Brady  
Ronnie Bridges  
Kevin Cameron  
Richard Collins

Mark Daugherty  
Adrian Davis  
Charles Deery  
Elizabeth Dick  
Anthony Dodd  
Eric Doyle  
Timothy Drakeford  
Donald Edwards  
Timothy Farmer  
James Flowers  
Kenneth Ghea  
Carol Guinn  
Michael Hall  
Kenneth Harris  
Shannon Hinchey  
Milton Hofstetter  
Calvin Humphries  
Steve Kitts  
Jamall Lee  
Scott Lowder  
Shelly Lytle  
Shannon Lytle  
Victor McCullum  
Ralph McFarland  
John Mcmillan  
Jennifer Myers  
Matthew Parker  
Calvin Parker  
John Paschal  
Brian Roberts  
Wilhelm Salewski  
Walter Satterfield

Scott Saulnier  
Joseph Sheldon  
Charles Sinegal  
John Troughton  
Steven VanLenten  
Michael Wade  
Tricia Wardrep  
William Watkins  
Kelly Wyatt

## November

Lisa Alderete  
Mario Bargonetti  
Damian Barrientes  
Gregory Boone  
Eddie Brown  
Victoria Caldwell  
Robert Celia  
Angela Corbett  
Warren Davis  
Manuel Dewitt  
Daniel Dufner  
Donald Elder  
Larry Fink  
Joseph Gloston  
Jason Gonzales  
Andrew Green  
Barry Hall  
Todd Helms  
Ernest Holloway  
Joel Hubbard  
Michael Hunt

William Kimble  
Daniel McClain  
Anthony McDonald  
Mark McNabb  
Mark Meads  
David Meyers  
Allen Millican  
Jerry Noland  
Angela Opyd  
Juan Ortiz  
Michael Petersen  
Kevin Piggee  
Jerry Powell  
Jose Quijada  
Thomas Rannala  
Kevin Ray  
Sirrod Robinson  
Jerry Searce  
Todd Schrebe  
Walter Smith  
Gregory Sorah  
Samuel Stewart  
Hunter Stokely  
Larry Tinch

## December

Erick Adames  
Rickey Brumfield  
Wayne Bryan  
Jeremy Bynum  
Howard Capps  
Billy Crawley

Sampson Duplessis  
Thomas Foster  
Drew Gassett  
Shane Greenwood  
Gerard Henderson  
Darrel Huff  
Rachel Hunter  
Lester Joseph  
Floyd Kinkaid  
Carlos Lands  
Ronald Lowe  
Kenneth Mahlman  
Robert Mallett  
Jeremi Matczak  
Joseph Melbrod  
Malcolm Mitchem  
James Partridge  
Brent Pavey  
Joseph Pence  
Gerald Pope  
Joshua Regnier  
Kwan Reynolds  
Gary Richards  
Autumn Rogers  
Adrian Swanson  
Jackie Taylor  
Billy Thibodeaux  
Peter Vickery  
Chris Workman



## Logan Laug

Logan Laug, Director of Accounting, and his wife Emily recently announced the birth of their second son. Everyone enjoyed getting to meet this little

11-week-old fella. Dad watched the baby at work so Mom could take older brother Louis for a haircut.

Lawson Alexander Laug  
born 2/22/2019  
7lb 6oz and 19in



Nam Do's wife had a baby 7/1/2019. A healthy boy, named Cody Do.



**Michelle Rayfield** - Our middle child, Isaac, graduated High School on May 18th. He is looking to work on Heavy Equipment and is making plans to attend South Georgia Technical College in Americus Georgia. My four children left to right: Haley, Alexis, Isaac, and Ethan

# Service Anniversaries

<b>43 Years of Service</b>	Darryl Hunter	Michael S Mitchell	Derrick Lane	Walter Burger	Vincent Meschievitz
Glen Keen	Aaron Matthews	Billy Morgan	Gary McClanahan	Felbert Cagley	Allen Millican
<b>36 Years of Service</b>	Jerry Nicely	John Paschal	Richard Paden	Shawn Casey	Charles Milliner
Larry Edwards	Jerry Noland	Matthew Powell	Dennis Pfeifer	Brian Crockett	Ronnie Nelson
<b>33 Years of Service</b>	Kathleen Rock	David Rudan	Merly Pleasants	Michael Dailey	Joshua Payne
Billy Bishop	Brian Vinson	Kenneth Salmon	Thomas Rannala	Dennis Dailey	Dustin Perry
Joseph Pence	<b>15 Years of Service</b>	Douglas Scales	Michelle Rayfield	David Davidge	Richard Peterson
<b>32 Years of Service</b>	Larry Duncan	Gregory Sorah	Michael Riley	Jean Dugger	Thomas Ratliff
Barry Hall	Bruce Frost	<b>9 Years of Service</b>	Carlos Rodriguez	German Esteve	Brian Roberts
<b>31 Years of Service</b>	Joel Hubbard	Edward Adair	Hunter Stokely	Michael Fletcher	Rebecca Sanders
Gregory Watkins	Dexter Ratliff	Ronnie Bridges	Edward Terry	Thomas Frain	Samuel Sharp
<b>30 Years of Service</b>	Dennis Resetar	Richard Collins	<b>5 Years of Service</b>	James Gibbs	Timothy Sheahan
Andrew Schultz	Wilhelm Salewski	Peter Cordell	Adrian Alanis	Randall Holland	Joseph Smith
<b>28 Years of Service</b>	Walter Satterfield	Warren Davis	Damian Barrientes	Andrew Johnson	William Stone
Joseph Davis	<b>14 Years of Service</b>	Daniel Dufner	Daniel Behrendt	Michael Jones	Travis Vessel
<b>27 Years of Service</b>	Mark Dickens	Donald Edwards	Robert Celia	Logan Laug	William Watkins
Billy Lively	Wyatt Dockery	Andrew Johnson Sr.	Mark Daugherty	Billy Lewis	Barbara Whitehead
Leonard Steele	Paul Garbett	Michael Monroe	Michael Hall	Deirdre Lorenzano-bavonese	Katina Whittington
Lonnie Surgener	Robert Randalls	Joshua Regnier	Edward Heard	Daniel McClain	Demarco Woody
<b>26 Years of Service</b>	Kenneth Tyler	Richard Tallent	Charles Liverance	Carlton McFarland	Jesse Yawn
Doug Vineyard	Kelly Wyatt	<b>8 Years of Service</b>	Stephen Lusk	John Mcmillan	Kevin Yohe
<b>25 Years of Service</b>	<b>13 Years of Service</b>	Ronald Booker	Jennifer Myers	Michael Mitchell	<b>1 Year of Service</b>
Ernest Holloway	Eric Doyle	Maureen Dennis-wilbert	Joseph Ryan	Christina Nolan	Erick Adames
William Reagan	Kenneth Ghea	Ronald Dunlap	Richard Tuders	Christopher Norris	Robert Alberson
<b>24 Years of Service</b>	Paul Noe	Johnson Eiler	<b>4 Years of Service</b>	Steven Planck	Philip Altherr
Kenneth Barnett	Shaleece Pillow	Donald Elder	Allen Adams	Jose Quijada	Blake Baker
Christy Paul	Kevin Ray	Marshall Franklin	Bobby Booth	Daisy Rosales	Mario Bargonetti
<b>23 Years of Service</b>	Gary Richards	Steven Graven	Henry Brown	Jerry Simpson	Patrick Behne
Michael Stropp	Kevin Steenken	Sheree Hamlin	Wayne Bryan	Samuel Square	Frederick Bennett
Kelly Worsham	<b>12 Years of Service</b>	Todd Helms	Kevin Cameron	Joseph Stewart	Damon Butler
<b>22 Years of Service</b>	Craig Longenecker	Michael Hunt	Sandra Carr	Scott Tugman	Jeremy Bynum
Don Anders	Daryl McClenton	Andre Jones	Rosendo DeLaRosa	Robert Williams	Christopher Cardea
Eric Frost	Howard Mims	Jesse Kirk	Wendy Drummer	Michael Wynne	Larry Chester
James Kite	Denis Propin	James Kyle	James Eden	<b>2 Years of Service</b>	Sean Conte
Richard Lusby	Brenda Skoda	Jesse McCulloch	Michael Gilvin	Stanley Andreika	Ashley Coussou
Lydell Summerville	Kerrie Smith	Harry Miller	Arnulfo Gonzalez	Darren Angelo	Brandon Crenshaw
Dennis Williams	Mark Stucky	David Owens	Andrew Green	Ernest Bell	Maurice Dawson
<b>21 Years of Service</b>	<b>11 Years of Service</b>	Richard Parker	Lydia Halda-alija	Gregory Boone	Charles Deery
Steven Cranfield	David Breedlove	Brent Pavey	John Hill	Billy Cash	Malcolm Dewberry
Thomas Freeland	Martin Brown	Billy Pickett	Blake Horton	Stephen Clayton	Manuel Dewitt
James Nicley	David Coleman	Gerald Pope	Alvin Johnson	Jose Collado	Nam Do
Jerry Searce	Elizabeth Dick	Todd Schrebe	Angel Kinsler	Angela Corbett	Mark Ellis
Jackie Taylor	Jerry Powell	Jeffrey Womble	Jeremi Matczak	Robert Cueva	David Ervin
<b>20 Years of Service</b>	James Smith	Jonathon Yob	Victor McCullum	Norbert Dejesus	Stephen Falkner
Christopher Jenkins	Samuel Stewart	<b>7 Years of Service</b>	Mark Meads	Edwin Diaz	Okemi Fields
Michael Liggett	Melton Tennelle	Stephen Bochard	David Meyers	Derek Duchamp	Larry Fink
Duane Regnier	Edwin Tice	James Hegland	Christopher Miller	Rob Farmer	James Flowers
<b>19 Years of Service</b>	<b>10 Years of Service</b>	Juan Ortiz	Matthew Parker	Roy Flores	Steven Foster
Joseph Sheldon	Michael Blochowski	Louis Palmer	Edmund Pollitt	Logan Gibson	Jason Gonzales
David Williams	Ronald Brady	James Partridge	Harold Randolph	Pamela Holt	Lewin Graham
<b>18 Years of Service</b>	Robert Crist	Jose Rivera	Francisco Rodriguez	Ricky Hutto	Emileigh Harmon
Carol Guinn	Floyd Elzie	<b>6 Years of Service</b>	Daniel Talerico	Khalia Jackson	Louis Harris
Steve Kitts	Timothy Farmer	Fred Baker	Larry Tinch	Lonnie Jennings	Kenneth Harris
<b>17 Years of Service</b>	Steven Hittinger	Michael Bigler	John Troughton	Marlon Kellyman	Clinton Harrison
Billy Crawley	Darrel Huff	Eddie Brown	Peter Vickery	Michael Krescanko	Elvin Haynes
Walter Gamble	James Kinney	Antonio Cruz	Ronald Welch	Parris Lane	Gerard Henderson
David Weidner	Kenneth Mahlman	Eric Ely	Jerry Young	Scott Lowder	Logan Hill
<b>16 Years of Service</b>	Robert Mallett	Thomas Foster	<b>3 Years of Service</b>	Kyle Lukwinski	Shannon Hinchey
Kenneth Dickey	Ralph McFarland	Drew Gasset	Darrell Artis	Leslie Malone	John Hines

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](mailto:communications@hytt.com)



# Service Anniversaries

Milton Hofstetter  
Andre Hunter  
Michael Isaacs  
Mark Johnson  
Floyd Kinkaid  
Robert Kline  
Jeffrey Lane  
Allen Lanham  
Carey Livingston  
Gregg Lott  
Ronald Lowe  
Emmanuel Lugard  
Shannon Luster  
Timothy McConnell  
Joe McMullin  
Joseph Melbrod  
Jonathan Mells  
Malcolm Mitchem  
Karim Mojtahedi  
Charles Moore  
Linh Nguyen  
Angela Opyd  
Carlos Pastrana  
Michael Petersen  
Cecil Phillips  
Damon Pipkins  
Angela Pustelak  
Jose Reyna  
Kwan Reynolds  
Alfredo Rodriguez  
Kendall Rothman  
Scott Saulnier  
Donald Seaton  
Shaun Shepard  
Jassiman Simms  
Alen Smailovic  
Tressa Smith

Walter Smith  
Jose Solis  
Andrew Spain  
Thomas Stanford  
Billy Thibodeaux  
Darrell Underwood  
James Unruh  
William Walters  
Jeffrey Waring  
Lucian Welch  
Brock Wempa  
Robert Willis  
Darius Woodley

## Less Than A Year of Service

Lisa Alderete  
Mark Anthony  
Vanessa Aragon  
Bryant Arceneaux  
Shawn Bedillion  
Miguel Astacio Bello  
Christopher Bennett  
Don Bordelon  
Randall Brister  
Mitchell Brown  
Stephen Broxterman  
Rickey Brumfield  
Victoria Caldwell  
Howard Capps  
Christopher Carson  
Michael Cawthon  
Steven Chapman  
Tammie Chaumont  
Zak Christensen  
James Coleman  
Travis Collier  
Sean Connolly  
Demon Conner

Sheldon Connor  
Vince Cook  
Scotty Cumby  
Phillip Daniels  
Adrian Davis  
George Deem  
Joe Angel Diaz  
Anthony Dodd  
Laurie Doran  
Phillip Downing  
Timothy Drakeford  
Chesley Duncan  
Sampson Duplessis  
Jeffrey Edwards  
Thomas Edwards  
Aaron Evans  
Justin Fall  
Dorian Boardman Fall  
James Fletcher  
Wuilber Flores  
Steven Fontes  
Phyllis Freeman  
Charles French  
Darryl Gibbs  
Joseph Gloston  
Kevin Gray  
Craig Green  
Travis Green  
Shane Greenwood  
John Guistat  
Bobby Hampton  
Stanley Harris  
Marcellus Hawkins  
AJ Hawley  
Brian Hill  
Richard Hislip  
Dennis Holmes

Xavier Horace  
Calvin Humphries  
Rachel Hunter  
Robert Ivery  
Wardmoore Jackson  
Christin Johnson  
Cliff Jones  
Lester Joseph  
William Kimble  
Edward Knowles  
Carlos Lands  
Eleazar Leal  
DH Lee  
Jamall Lee  
Robert Liggett  
Shelly Lytle  
Shannon Lytle  
Heathar Mack  
Donald Mahalec  
Michael Marshall  
Stephen Martin  
Jared Martin  
Shaun McCanna  
David McCroskey  
Justin McCroskey  
Anthony McDonald  
Carl McLeod  
Mark McNabb  
Brian Medvick  
Steven Melton  
Tom Mohr  
Chester Moody  
Chester Mundy  
Ariel Ondo  
Bryan Pack  
Calvin Parker  
Joey Parks

Donald Peth  
Frank Petrone  
Donald Pettigrew  
Kevin Piggee  
Darroll Portwood  
Kenneth Price  
Ace Price  
Rodney Price  
Pamela Randol  
Amanda Richardson  
Johnny Richardson  
Keith Richardson  
Sirrod Robinson  
Autumn Rogers  
Catherine Selbrede  
William Shields  
Mario Simpson  
Parker Simunek  
Charles Sinegal

Eugene Square  
Micah Stair  
Brett Stovall  
Robert Sturgil  
Adrian Swanson  
Dawn Takebayashi  
Vada Thaxton  
Joe Thompson  
Steven VanLenten  
Samuel Varela  
Thomas Vaughn  
Eliezer Ventura  
Michael Wade  
Tricia Wardrep  
Reginald Williams  
Robin Wilson  
Chris Workman  
Lei Zhang

Heartwarming photo submitted by Josh Regnier who says, "Duane "Mort" Regnier heading off into retirement after just under 21 years with Highway! I had the honor of working with him for 10 of those years. He is definitely one of the good guys!"



## Correspondence from Mr. Rich Z

My son Rick was very impressed by your co's outstanding rigs featured in Bulldog magazine which a friend of ours gave Rick a subscription to.

Rick loves the big rigs and asked if it was at all possible to obtain a company patch as shown on your driver shirts only to display in his room.

We wish you many safe and successful years ahead.

Rich Z  
West Haven, CT

We are at a total loss of words on how excited my son Rich is upon the pkg that arrived today.

He would like to thank you very much for your extreme generosity and proudly displays the patch and other items in his room.

Your co's tankers are seen up here often and you have always portrayed both a professional image & clean equipment.

We all read your newsletter and you certainly have an outstanding history and personnel.

Rick cannot wait to see one of your newest mack anthem models on the highway.

Again from all of us, our sincerest appreciation

Regards,  
Rich Z  
West Haven, CT

Hello Again! Yesterday we read your company magazine, which was very nice of you to have remembered my son Rick. Your company goes beyond being both truly professional & dedicated to safety and your company actually caring about your employees which is exemplary. Ever since that day we saw your company's outstanding tanker up here, your company certainly has not gone unnoticed. You are truly are a first-class company. Again, from all of us, thank you very much.

Rich Z  
West Haven, CT



# Chemical Plants Near La Porte

**March 18 through April 2** chemical facility fires near our Highway Transport La Porte service center impacted lives and chemical tanker operations. We all extend a heartfelt word of gratitude to La Porte Service Center Manager Larry Fink for keeping our company informed about developments throughout the curves, obstacles, and schedule changes during this difficult time.



**4/2/2019**



The Houston area is experiencing a large fire at the KMCO plant is Crosby Texas. This facility is about 10 miles from the La Porte facility.

My reason for reaching out to everyone is this plant produces Organic Peroxide which is highly toxic! There is a shelter in place for 2 school districts at this time but nothing else.

There is talk about shutting down Highway 90 and I-10 if the wind direction changes but that has not happened yet.

**3/22/2019**

As of 7 AM this morning operations have returned to normal in the Houston area. All of our customers except for VOPAK, ITC, National and Oxychem have returned to normal operations.

The clean up continues in the aftermath of the fire at ITC. Until all of the exposed chemicals from the ITC location are placed back into containment a shelter in place declaration could be ordered again at any moment.

DOW Deer Park (Monomers and Coatings) is under a shelter in place until further notice.

All live loading has stopped! We are still able to pick up pre-loaded trailers at this time.

DOW Deer Park (Monomers and Coatings) is closed until further notice.

OxyChem is also closed. Tidal road is shutdown from 225 to Independence parkway. I expect further closings and additional shelter in place orders to come through shortly.



**THE FIRE HAS REIGNITED AT THE ITC FACILITY!!**DOW Deer Park (Monomers and Coatings) is closed until further notice.

OxyChem is also closed. Tidal road is shut down from 225 to Independence parkway.

**3/18/2019**

The fire at Intercontinental Terminals Company (ITC) storage tanks in Deer Park, TX, started yesterday morning at 10:30 AM in a single storage tank and has now spread to 8 additional storage tanks. The fire is currently listed as "uncontrolled". The shelter in place has been lifted for Deer Park and the surrounding area but it subject to change based on the wind direction and the types of chemicals that are burning. Highway 225 is open and operating but is also subject to closure due to wind direction.

All of our customers are operating as normal except for ITC (obviously) however this is subject to change at a moment's notice due to wind direction and the severity of the fire.

Based on what the news channels have reported and some inside information I would expect this fire to burn for several days. Please check with you customers if you have any trucks delivering in the area to ensure delivery will be accepted. The La Porte terminal has already had multiple load cancelations and reschedules as of 7 A.M. this morning.

National Tank, Vopak, Oxychem and Total are closed until further notice. Due to the location of the fire the roads are closed that are needed to access these locations. We have 3 tanks at National that we are unable to access.

Currently the phones in La Porte are unable to accept inbound calls.





Credit: Cityswirl.com, Houston, Texas

**Clear Lake, TX, USA - March 18, 2019:** smoke plume from the eight burning Intercontinental Terminals Company (ITC) storage tanks in Deer Park, TX, seen over the Reserve neighborhood suburb playground and houses in Clear Lake, Texas.

## 3/30/2019

The ITC fire remains out at this time and the clean up process has begun. DOW Deer Park is open and loading trucks but they are shutting down truck loading multiple times per day to shelter in place due to the continued vapors coming from the ITC facility. These shelter in place shutdowns are based on wind direction. Several government agencies as well as DOW have air monitoring set up around the area. I feel confident they will keep safety as the top priority.

The latest news says the affected tanks should be completely empty of all products by Friday, April the 6th. Hopefully normal loading operations will resume then.

Vopak remains closed along with National Tank Wash (we have 5 trailers trapped inside their facility). They are desperately trying to reopen both facilities but until the remaining affected tanks at ITC are completely drained I don't see that occurring.

The power lines that go into the ITC facility have burned up and must be replaced before ITC can reopen. This will put additional strain on the entire Houston chemical market until ITC can at least partially reopen. I have spoken with other carriers that have operations the load daily out of ITC, they expect them to be closed for at least 1-2 months. Because ITC is closed, this has taken a very large amount of chemical storage capacity (over 50 million gallons) out of Houston. I expect to see a major shift in loading and storage locations for at least the next few months until ITC becomes operational again.

## 3/23/2019

For the moment the fire has been extinguished at the ITC plant.

DOW Deer Park (Monomers and Coatings) is open and loading at this time. No inbound shipments are allowed at this time. VOPAK and National are still closed. Tidal road is shut down from 225 to Independence parkway.

Tidal Road is open from 225 up to the Dow Deer Park Plant. Independence Parkway is closed at Tidal road.

The DOW Deer Park facility is currently shut down and in a holding pattern due to high levels of chemicals in the air.



## 3/21/2019



DOW Deer Park along with multiple other Highway customers (to many to list) in the area are closed until further notice due to the high levels of Benzene in the air.

EPA, TCEQ and other air monitoring agencies have set up stations all over the area and are monitoring Benzene levels.

Highway 225 is closed from Beltway 8 to Highway 146 in both directions until further notice. We will continue to provide updates as they become available.

The La Porte Service Center is open but operating at reduced staffing levels due to the road closures. Please be patient with us during this period as it is taking quite some time to get to the office due to the road closures.

Any inbound trucks to the La Porte terminal please hold them outside of the area until further notice.

The La Porte Terminal IS NOT under a shelter in place currently but that is subject to change based on wind direction.

Currently the shelter in place is covering Deer Park but was expanded to include Galena Park as well.

At this time the Shelter in place has been lifted for Deer Park. The shelter in place remains for Galena Park.

Highway 225 remains closed. Please keep all inbound trucks out of the area, Traffic is still extremely heavy in the east Houston area with major delays.

Staffing levels are very low at all of the plants in the Deer Park, Pasadena and Galena Park areas. I do expect these staffing levels to return to normal until tomorrow morning at the very earliest.

Vopak, ITC, Oxychem and National and others remain closed at this time.

Highway 225 is now fully open. A shelter in place remains in effect for Galena Park until further notice.

Depending on wind direction and other factors road closures and another shelter in place could be activated without notice.



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



I was going through some older files and came across this picture from 1979. —Greg Watkins



**Sade** - Kenneth Dickey of the Knoxville shop keeps us updated on his granddaughter. Sade's modeling and acting career continues to thrive. This is an image from one of her modeling photo shoots.



**Drone Fun** Springtime scene from Scott Saulnier's drone capturing images of Todd Helms' drone above outdoor training session.