

HIGHWAY HIGHLIGHTS

 HIGHWAY
TRANSPORT

MAY 2026

*We Challenged.
You Delivered!*



2nd Annual Peanut Butter Battle

Also in this issue:

- Earth Day
- Million Mile Drivers
- Awards, Training & more!



Driver Dennis Pheifer Honored

Please join us in congratulating Dennis Pheifer on being recognized by the Illinois Trucking Association as their February 2025 Driver of the Month. He was celebrated for an honor again at the recent ITA Safety & Maintenance Conference alongside Highway team members Candi Coate and Frank Zummo.

Dennis has been part of the Highway Transport family since 2013 and has consistently represented the professionalism, reliability, and safety mindset that define our drivers every day.

He is currently continuing to support the team in a part-time role and plans to begin a well-earned retirement in about six weeks. What a fantastic way to close out an outstanding career with Highway!

Thank you, Dennis for more than a decade of dedication and for representing Highway the right way. We're proud to celebrate this recognition with you and wish you the very best as you head toward retirement.

Our Promise Delivered.™ Our Promise Kept.™

Maintenance Team Decisiv Award



L to R: **Derek Barbee**, Fleet Service Technician; **Sally Quick**, Fleet Service Administrator; **David Owens**, Fleet Services Manager; **Lorraine Thompson**, Fleet Service Administrator; **JT Smith**, Fleet Service Technician



Chattanooga Confined Space Training

Highway Transport partnered with BASF to provide a tanker trailer for the Chattanooga Fire Department’s annual confined space rescue training, helping create realistic, high-risk scenarios for first responders. The hands-on exercise simulates rescuing victims from inside a tanker, giving firefighters critical experience operating in tight, hazardous environments. It’s a meaningful way we support our local community and help to ensure these teams are prepared to respond safely and effectively when it matters most.



Hands-On Training

Cincinnati driver trainer Rob Sturgill recently worked hands-on with new hires Carl Evans and Erick Peagler, teaching the pump-off process. With blue skies overhead and plenty of smiles to go around, it was a great day of learning, teamwork, and getting the job done right.



The Peanut Butter Battle Raged This Year!



CORPORATE

Highway Transport's 2nd Annual Peanut Butter Battle turned into something far bigger than anyone imagined. What started as a fun North vs. South vs. Corporate competition exploded into a companywide movement fueled by teamwork, pride, community involvement, and plenty of

PEANUT BUTTER BATTLE RESULTS

Congratulations to the SOUTH for securing victory in the second annual Peanut Butter Battle!!

The **South** won by **4,392 ounces**, with the **North** coming in second place.

TOTALS

South: **19,174 ounces**

North: **14,782 ounces**

Corporate: **6,202 ounces**

Grand Total: **40,158 ounces**

That's **2,510 pounds** or **27,079 servings** of peanut butter!

Individual Winners

Keiara Wilson (Baton Rouge): 6,652 oz

Jeff Edwards (Chicago): 4,640 oz

Dina Burson (Corporate): 260 oz

competitive banter. After collecting 13,558 ounces last year, Highway Transport absolutely shattered expectations in 2026 by gathering an incredible 40,158 ounces of peanut butter. That is an increase of 26,600 ounces over last year's total. Even more impressive, every single service center across the company improved its donation totals from the previous year,



CHICAGO



CINCINNATI

creating what truly became a 100% companywide improvement effort. The South claimed this year's championship with 19,174 ounces, followed by the North with 14,782 ounces and Corporate with 6,202 ounces.

But as Chicago Service Center Manager Blake Ryder put it, "I'm not just proud of my team. I'm proud of our company." Blake said the playful back-and-forth between terminals helped create camaraderie and reminded



PHILADELPHIA

everyone this was bigger than any one location. "It's not just the Chicago team anymore," he said. "It's the Highway team."

Much of the energy this year came from the spirited showdown between Chicago and Baton Rouge, which became must-watch entertainment across the company. Baton Rouge ultimately edged out Chicago 14,365 ounces to 10,636 ounces, but both teams pushed each other until the very end. Baton Rouge Service Center Manager Austin Sanchez laughed that once the competition started, the only goal was simple: "We're going to destroy Chicago." Austin said the excitement spread through group chats, emails, and daily conversations as the entire service center rallied behind the effort. Meanwhile, Blake Ryder shared the hilarious story of Chicago driver Jeff Edwards refusing to let him win anything, including peanut



MCDONOUGH



PEANUT BUTTER BATTLE

Our Promise. Kept.™



HOUSTON

butter donations. After seeing Blake carrying in tubs of peanut butter, Jeff returned with another 100 pounds and even brought in a giant inflatable number two balloon just to remind Blake who finished on top individually. Jeff Edwards ultimately led the North with 4,640 ounces donated, while Baton Rouge Driver Manager Keiara Wilson

captured the South's individual title with an astonishing 6,652 ounces. Keiara credited family support and community involvement for helping her totals soar, while also praising the family atmosphere at Highway Transport. "Everything feels

family oriented," she said. "I love the drivers. I love the morale of everybody here." Dina Burson led Corporate with 260 ounces collected.

The excitement and pride surrounding the campaign could be felt companywide. Managing Director of South Regional Operations Mark Adams joked that during a visit to Baton Rouge, he felt like he was "swimming in peanut butter" and described sitting in "a sea of peanut butter" throughout the office. Vendors, customers, family members, churches, and entire communities joined in to support the effort, helping Highway Transport make a tremendous impact for local food banks and families in need. What made this year especially meaningful was not just the winning totals, but the participation from every corner of the company. From the largest service centers to the smallest locations, their numbers dramatically increased from last year. The competitive spirit was real, the banter was nonstop, and the pride was contagious. Congratulations to the South on this year's victory, congratulations to all the individual winners, and most importantly, congratulations to the entire Highway Transport team for turning a fun competition into something truly special.



MARK ADAMS IN BATON ROUGE



CHATTANOOGA



BATON ROUGE



Idle Reduction Produces Real Results

What does it mean to be Idle Wise? Simply put, it means you idle your truck the least amount possible. As you probably know, long periods of idling reduce fuel economy, causes unnecessary wear on your truck’s engine, increases maintenance costs, and decreases the lifespan of your truck. Did you know that ten seconds of idling wastes more fuel than restarting? Therefore, shutting your truck down is better for your engine than leaving it running.

If you plan on idling for more than 10 seconds, turn it OFF and

don’t start your truck until it is time to drive, as your truck’s engine doesn’t need any longer than 30 seconds to warm up.

Along with this behavior, Highway Transport employs technologies like Idle Smart, Park Smart and Dragonfly to help our drivers reach the goal of being truly Idle Wise. If Idle Smart technology is installed in your truck, let it do its job, do NOT disable it. Idle Smart is working when you’re resting. Your truck will be ready to go when you are.

As a company, we have seen a reduction in idling year over year, but we must continue to focus on this effort. Reducing or avoiding idle time can save our company tens of thousands of dollars per year, lower our environmental impact, and help to keep the air clean and safe for us, our children and our children’s children to breathe.

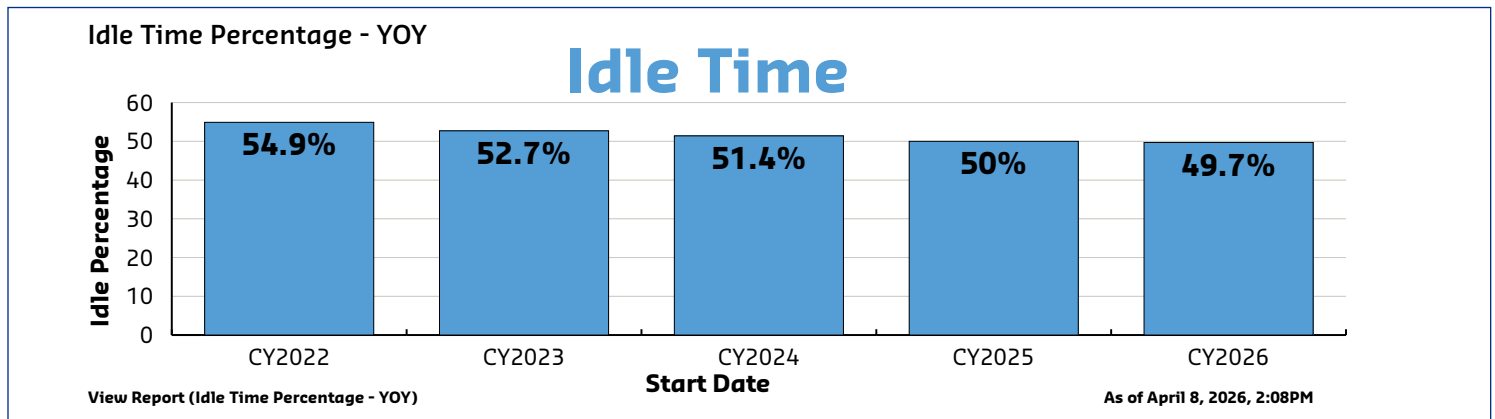
Use these technologies whenever possible and always follow the Golden Rule.

When idling isn’t required for unloading, transit heat, or cabin comfort, shut down the truck. Every minute counts, so keep those dollars in our bottom line instead of sending them up the stack. Let’s invest in ourselves, not the fuel providers. Let’s be Idle Wise.

Park Smart
+ Idle Smart
Dragon Fly/Thermo King

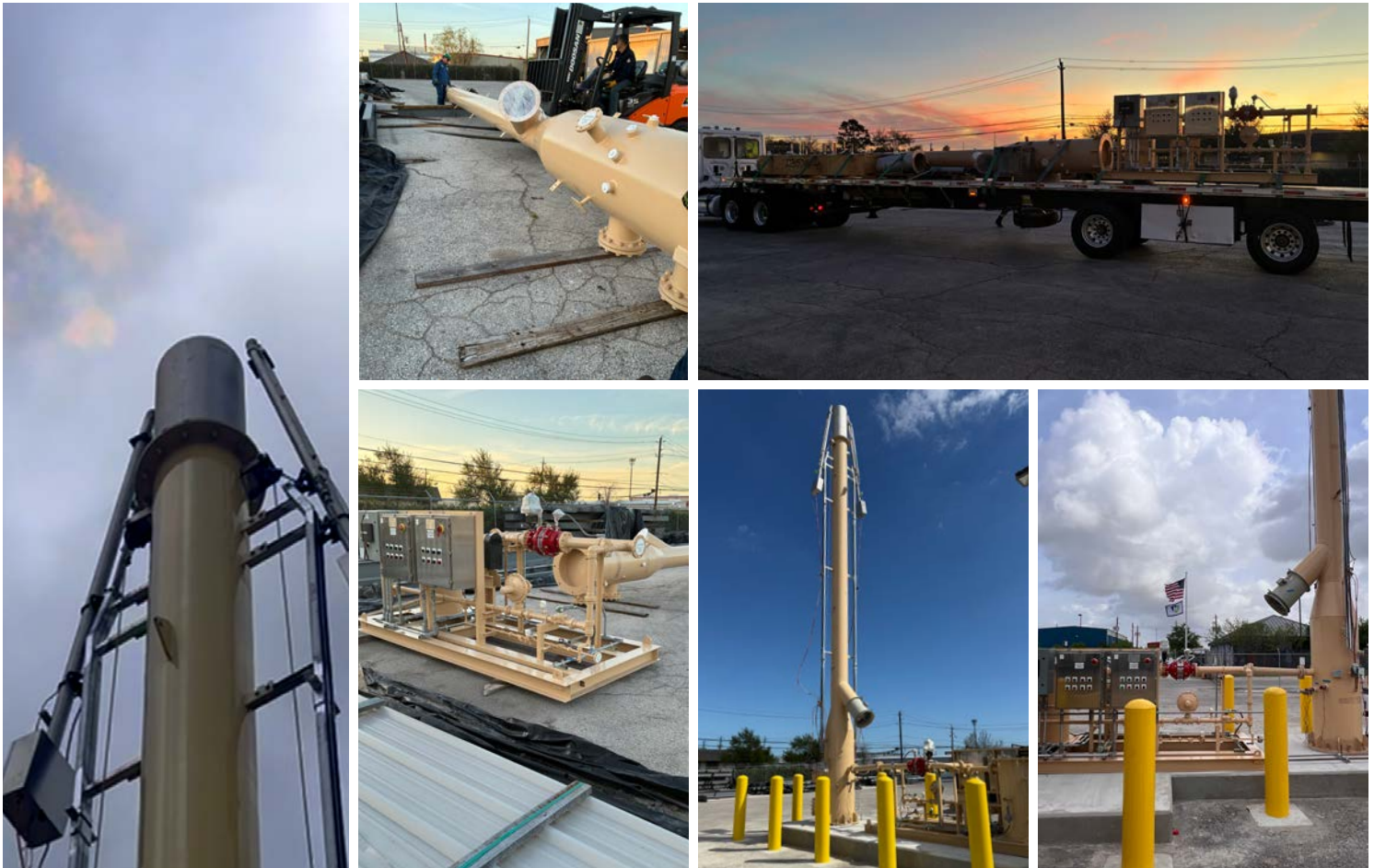
Idle Wise

Being “Idle Wise” means you reduce idling, reduce cost, reduce emissions!



IDLE REDUCTION

Be mindful of your idle time!
 Idle Smart is just part of the puzzle, Idle reduction is the target. Let’s do our part to save money and ensure a sustainable future!

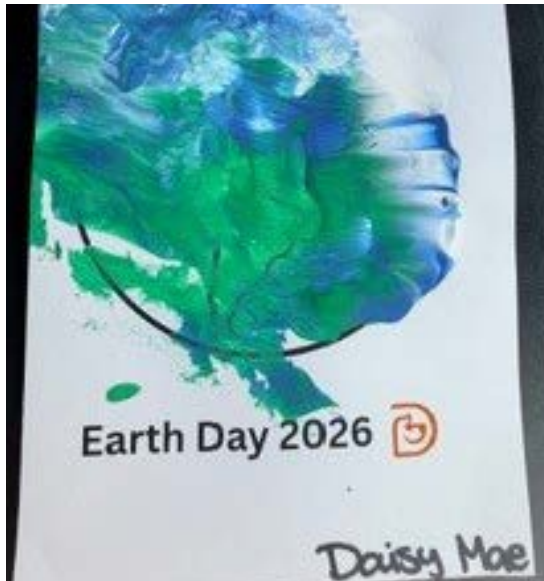


Houston Flare Update

Highway Transport is making a major investment in its Houston Service Center with the addition of a new assisted gas flare system, affectionately named Rick Flare. This advanced technology allows us to safely clean a wider range of products while improving environmental performance and supports future growth at the location,

expands tank wash capabilities, and reinforces our commitment to doing things the right way. As Managing Director of Safety and Sustainability Travis O’Banion shared,

“This gives us the ability to handle more complex products safely and responsibly, while setting Houston up for long-term growth.”



EARTH DAY

Celebrating Earth Day in Baton Rouge, Carl Joseph volunteered in the community while highlighting Highway’s ongoing commitment to sustainability and safety. And in true Highway fashion, even Christy Williams’ dog Daisy Mae got involved. Her Earth Day painting might just earn a spot as our newest “creative director.”



Customer Relationships

Garland Service Center Manager Brock Wempa joined Ecolab’s team at their recent company picnic, helping with setup and spending time with customers in a relaxed, fun setting. It was a great opportunity to strengthen relationships and show Highway’s commitment to being present beyond the day-to-day work.



L to R in picture: Garland, TX Service Center Manager Brock Wempa and Mark Suarez, Production Manager at Ecolab

Touch-A-Truck (Baton Rouge)

It was a beautiful day in Baton Rouge for the Junior League of Baton Rouge Touch-A-Truck event, and our team had a blast being part of it!

Families from across the area stopped by to explore our tanker truck, climb inside the cab, honk the horn, and learn more about the equipment our professional drivers operate every day. The kids especially loved getting an up-close look at what makes these trucks so unique, and so important to keeping

essential products moving safely across the country.

We’re proud of our Baton Rouge service center team for helping represent Highway Transport and for taking time to connect with the community in such a fun and hands-on way. Events like this are a great reminder that behind every truck on the road is a team of professionals who care about safety, education, and giving back.

Thanks to the Junior League of Baton Rouge for hosting such a fantastic event. We loved being part of it!





Chicago Lounging

Driver Nick Boyer and dispatcher/equipment planner Gabe Laughing kicked back in the Chicago driver lounge, proving even the hardest-working teams know how to relax and recharge together.



We're Everywhere!

While on a family trip to Mardi Gras in New Orleans, Chicago Tank Wash Technician Antonio Kent stopped for lunch at Mission Street Cafe in Baton Rouge. At this favorite spot he discovered a while back during Highway training, he unexpectedly ran into fellow Highway teammate and Baton Rouge mechanic Brady Harris.



Recently, Corporate Support Specialist Dina Burson surprised the team with an ice cream cart visit, and bringing a smile to President and COO Steve Smith as she made her way around the office.



Jonathan Ziegler Named as Road Team Captain



Highway Transport Knoxville driver Jonathan Ziegler has been selected as a 2026–2027 Tennessee Trucking Foundation Road Team Captain, joining a respected group of drivers who serve as ambassadors for highway safety across the state. Jonathan has already participated in his first event and will spend the next two years helping educate communities, especially student drivers and aging motorists. The focus will be on how to safely share the road with trucks through hands-on demonstrations that highlight blind spots,

proper vehicle positioning, and overall awareness. With more than four years at Highway, Jonathan began his tanker career here and has since grown into a trainer, helping develop new drivers in tanker-specific procedures and safety standards. Nominated by his Knoxville Service Center Manager and selected through a competitive process, Jonathan represents the professionalism and safety-first mindset that defines Highway Transport, and we look forward to following his impact throughout his time on the Road Team.

CONGRATULATIONS TO

Julia Guerra Sales Professional of the Quarter

Julia grew her territory YOY by 45%, adding \$292,431 in revenue. Julia led the team in revenue dollar growth and KPI performance. The addition of Ryder Chevron Ornite helped drive the overall success.



Adam Hatmaker CAS of the Quarter

Adam worked diligently seeking back haul opportunities as well as providing crucial process ideas. He has played a huge part in process improvement through his curiosity and willingness to challenge established norms. Way to go Adam!





H Drivers of the Quarter

Q1 | 2026



Edward Evans
Baton Rouge



Dimitri Jeune
Bridgeport



Charles Pinkett
Charlotte



Rodrigo Rodriguez
Chattanooga



Kelly Wyatt
Chicago



Allen Koenig
Cincinnati



Donnie Johnson
Detroit



Joshua Dees
Freeport



Wuilber Flores
Garland



Arlonda Clinkscales
Houston



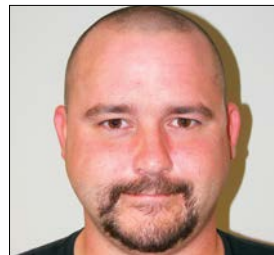
Scott Engelmeier
Knoxville



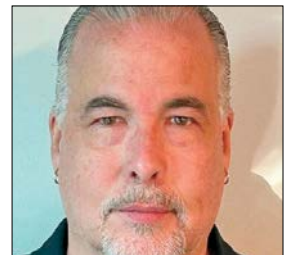
Craig Green
Lake Charles



James Pate
McDonough



Ronald Brady
Philadelphia



Richard Dawson
Pittsburgh

STAR OF EXCELLENCE AWARD

Congratulations to our service centers for their outstanding work and dedication to safety - and for winning the award!

Q1 - 2026

Philadelphia
North Region Winner

Freeport
South Region Winner



How Do Service Centers Win the Star of Excellence Award?

Four criteria that determine the winners:

- ▶ Driver Scorecard (HUGE factor in the formula)
- ▶ Revenue vs. Budget
- ▶ Contribution Ratio
- ▶ Contribution Ratio Variance



HIGHWAY TRANSPORT CELEBRATE



Ronald Welch
System Driver
Houston, TX

Alvin Johnson
Regional Driver
Houston, TX



Joseph Stewart
Regional Driver
Baton Rouge, LA

OUR ONE MILLION MILE DRIVERS



Richard Peterson
Regional Driver
Freeport, TX

Steve Bochar
Regional Driver
Freeport, TX



Ed Heard
Regional Driver
Houston, TX

Darius Woodley
Regional Driver
Garland, TX



Presented by Highway Studios



THE STATE OF THE COMPANY



Watch the Q2 Replay



Q3: July 22

Q4: Oct 21

NEW TRAILER DECALS



WATCH NOW!!

