

HIGHWAY HIGHLIGHTS

 **HIGHWAY
TRANSPORT**

AUG 2026

 **HIGHWAY TRANSPORT**



***Communication
is the Key***

Chattanooga Service Center Spotlight

Also in this issue:

- Driver moments
- Million Mile Drivers
- PIC Update & more!

Here's to A Strong Second Half

As we reach the halfway point of 2026, we want to take a moment to say **thank you!**

This year hasn't been easy. Freight volumes remain soft, competition is tough, and our industry continues to face uncertainty. Everyone across Highway Transport has felt those challenges in one way or another. But despite the headwinds, our people continue to show up every day and do what they have always done: work hard, take care of each other, and take care of our customers.

Whether you're behind the wheel, in the shop, at the tank wash, in dispatch, customer service, safety, sales, accounting, IT, HR, or supporting our operations in countless other ways, your work matters. Every safe delivery, every repaired trailer, every customer call, every load planned, and every problem solved contributes to the success of this company.

During the first half of the year, we've celebrated Million Mile Drivers, welcomed new teammates, volunteered in our communities, supported one another through Highway Helping Hands, and continued investing in our facilities, equipment, and the future of Highway Transport. Those accomplishments don't happen because of buildings or trucks. They happen because of people.

This year also marks a historic milestone as America celebrates its 250th birthday. For 250 years, our country has been built by people who refused to quit when times were difficult. Hard work, resilience, determination, and pride in a job well done have always moved America forward.

Those same values are alive every day at Highway Transport.

As we begin the second half of 2026, we know the market may continue to be challenging. But we also know something else: we've been through difficult times before, and we've always come through them by pulling together as one team.

Thank you for everything you do for Highway Transport, for one another, and for our customers. Your professionalism, dedication, and commitment to safety make a difference every single day.

We hope you and your family have a safe and enjoyable summer as we celebrate America's 250th birthday.

Here's to a strong second half of 2026.

Our Promise. Delivered.™ Our Promise. Kept.™

Thank you,



Steve Smith
President & COO





PROCESS IMPROVEMENT



STRONGER PROCESSES. STRONGER TEAMS.
STRONGER HIGHWAY.



*Our Promise. Delivered.
Our Promise. Kept.*

The Process, Not the Outcome

Some of the most successful coaches in history have built their entire philosophy around the idea that you don't control outcomes, you control the process. The results eventually become a byproduct of consistently doing the right things.

For example...

Nick Saban (Alabama Football)

Saban's philosophy is literally called **"The Process."**



Quotes:

- ▶ *"Don't think about winning the SEC. Don't think about winning the national championship. Think about what you need to do in this drill, on this play, in this moment."*
- ▶ *"The process is really about what you have to do today to be successful."*
- ▶ *"Focus on the process, not the outcome."*

His players often said they almost never heard him talk about championships.

Phil Jackson (Chicago Bulls)

Jackson blended mindfulness with basketball.



Quotes:

- ▶ *"The strength of the team is each individual member. The strength of each member is the team."*
- ▶ *"When you focus on the process, success takes care of itself." (A common summary of his philosophy.)*

Practices often included meditation because he believed present-moment focus produced championships.

Pat Summitt (Lady Vols)



Quotes:

- ▶ *"Discipline helps you finish a job, and finishing is what separates excellent work from average work."*
- ▶ *"Success is a project that's always under construction."*

She believed excellence was built through daily habits.

Common Themes

Although they coached different sports, their philosophies are remarkably similar:

- ▶ *Control your effort.*
- ▶ *Focus on today's work.*
- ▶ *Master the fundamentals.*
- ▶ *Improve a little every day.*
- ▶ *Let results take care of themselves.*

"Profit isn't built by chasing every load-it's built by owning your primary lanes. Every mile outside your core is a gamble. Every mile inside it is an investment"

Jason Palmer

Client Account Specialist

One thing all these coaches understood is that results are often lagging indicators. You can play your best game and lose or play poorly and win. If you judge yourself only by the scoreboard, your confidence rises and falls with things you don't fully control.

Instead, they asked questions like:

- ▶ *Did we prepare well?*
- ▶ *Did we execute our standards?*
- ▶ *Did we improve?*
- ▶ *Did we control what we could control?*

If the answer was yes often enough, wins tended to follow.



Driving Continuous Improvement Across Highway Transport

So, how does all that relate to Highway? We face many challenges that stand in the way of successfully fulfilling on our promises to our customers, our company, and the communities we operate in. But, we must not just focus on being a successful company or “winning.” We must have a laser focus on doing all the little things every day and improving all our processes. That is where the Process Improvement Committee (PIC) comes in.



The Process Improvement Committee (PIC) was established to identify opportunities that improve consistency, communication, visibility, and execution across Highway Transport. By bringing together employees from multiple departments, PIC develops practical solutions that strengthen our operation and better serve our customers. Here are the projects that the Process Improvement Committee is currently tackling.

Project 45/65

The Project 45/65 continues to improve operational consistency by standardizing key processes and increasing cross-functional collaboration.

Recent accomplishments include:

- ▶ *Standardized order acceptance, entry, and management processes.*
- ▶ *Established Standard Operating Procedures (SOPs).*
- ▶ *Developed Quick Reference Guides (QRGs).*
- ▶ *Increased visibility into capacity and operational constraints.*



- ▶ *Strengthened communication between Customer Account Specialists and the Planning Team through defined Service Level Agreements (SLAs).*
- ▶ *Implemented a structured process for identifying, escalating, and resolving operational issues.*

These improvements are creating greater consistency, improving visibility, and helping teams resolve issues before they impact customers.

“Visibility has been the key takeaway for Project 45/65. Through cross department collaboration and direct leadership involvement, we can address issues in real time with sustainable results.”

Dominick Ciletti
Client Account Specialist

Project 48

Project 48 continues to improve invoice processing by reducing delays caused by missing shipment documentation.



Since the initiative began:

- ▶ *Invoice holds due to missing paperwork have decreased from more than \$526,000 to approximately \$253,000, a 48% improvement.*
- ▶ *The Driver Paperwork Report has reduced missing shipment paperwork by approximately 20 loads per week.*
- ▶ *Enhanced reporting and Power BI dashboards provide greater visibility into paperwork performance and improvement opportunities.*

These improvements strengthen cash flow, increase accountability, and support a more efficient Order-to-Cash process.



Project Quantum

Project Quantum provides a common leadership framework built around three principles:

- ▶ **Alignment** – Service Center Managers align priorities, resources, and teams.
- ▶ **Readiness** – Equipment Planners ensure equipment and resources are



prepared for execution.

- ▶ **Capability** – Driver Managers develop drivers through communication, coaching, and accountability.

Together, these disciplines create a proactive operating model that improves consistency, strengthens customer service, and supports predictable operational performance.

Driver Promise Pay Program

Effective August 3, 2026

The new Driver Pay Program (DPP) was effective August 3, 2026. This is a simpler pay program that will provide Highway Transport drivers additional earnings and the opportunity to earn more! The first phase of DPP is focused on base pay and a minimum pay program for System Drivers.



Information Meetings

Week of August 3rd – Houston and Baton Rouge

Week of August 10th - Croydon and Joliet

Week of August 17th – Knoxville and Florence

Other sites TBD

Please contact your Driver Manager to get your new pay rate.

Looking Ahead

Continuous improvement is built one process at a time. Every improvement strengthens our ability to serve customers, support employees, and execute more consistently across the network.

Through collaboration, accountability, and disciplined execution, the Process Improvement Committee is helping build a stronger operational foundation for Highway Transport.

Every Team Aligned. Every Resource Optimized.
Every Driver Prepared. Every Customer Served.
Every Outcome Owned.

Our Promise. Delivered.™
Our Promise. Kept.™

Direct-to-Consumer GLP-1 Program

Coming soon – A Direct-to-Consumer opportunity for Highway Transport employees to participate in a full GLP-1 program. GLP-1 drugs are not covered by our health insurance plan, and Direct-to-Consumer provides our employees with a more cost effective way to participate in a GLP-1 plan. More detail to follow. The target launch date is September 1, 2026.





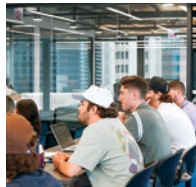
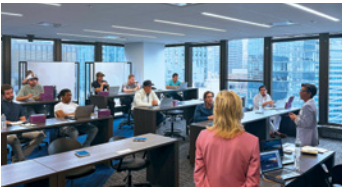
L to R: Joe Sheldon, Christy Williams, Aaron Taylor with Gantrade, Jessica Higdon with AmSty, Jason Weatherstein with Mallard Creek Polymers, Lori Oman with Mallard Creek Polymers, John Thomas with Huntsman, Erik May, and Kevin Dougherty with AmSty

Executive Roundtable

Highway Transport recently hosted an Executive Roundtable in Knoxville, bringing together customers and industry partners from Gantrade, AmSty, Mallard Creek Polymers, Huntsman, and BASF for discussions focused on the future of the chemical industry. The event featured conversations around supply chain challenges, regulatory

trends, technology, the 2026/2027 industry outlook, and provided an opportunity for collaboration with Highway Transport leadership.

Following the roundtable at Highway Transport's corporate office, attendees toured the Knoxville service center for a firsthand look at the operations, equipment, and team supporting Highway's commitment to safe and reliable chemical transportation.



Forging New Partnerships

Highway Transport recently visited Traffic Tech's Chicago office, where Julia Guerra delivered an engaging presentation. She gave their sales team a deeper understanding of Highway's capabilities and how they can confidently introduce our services to customers. The visit marked the beginning of an exciting partnership, with both teams looking forward to uncovering new opportunities and growing business together.



L to R: Traffic Tech's Phil Bogusz and Highway's Taylor Shults, Julia Guerra, and Christy Williams



Behind Every Great Load is Great Coordination

A big shout-out to James Haun, Client Account Specialist, for helping turn a last-minute opportunity into a success. Working alongside National Account Executive Janet Newman, James quickly coordinated the scheduling and logistics for a special ChemGroup shipment with a very short lead time. The customer's sales representative was so impressed by the team's responsiveness that he suggested Highway be considered for additional business opportunities. Great work, James! Your behind-the-scenes efforts helped strengthen an important customer relationship and showcased what Highway is all about.



Owner Operators: Maximize Every Opportunity

Our contractors are part of the backbone of Highway Transport. The professionalism, commitment, and pride you bring to your business every day are what allow us to deliver on the promises we make to our customers.

When freight is available, every load we cover is an opportunity for Highway Transport and for you as an independent business owner. Maximizing your available Hours of Service (HOS) and keeping your truck productive whenever possible helps increase your earning potential, while strengthening our ability to meet our customers' expectations. When we consistently provide dependable service, customers reward us with additional freight, creating more opportunities for everyone in our contractor network.

Success doesn't happen by accident. It comes from planning ahead, completing thorough pre-trip inspections, managing your available hours effectively, communicating with dispatch, and operating safely and efficiently. Those daily decisions not only improve your productivity but also reinforce the reputation that Highway Transport has built over many years.

I also want to take a moment to simply say **thank you**. I recognize the sacrifices you and your families make every day. The long hours, nights away from home, changing weather

CONTRACTOR CORNER



With Eric Ely



conditions, traffic, and the responsibility of hauling some of the nation's most critical chemical products require a level of professionalism that few people truly understand. Your dedication, commitment to safety, and willingness to answer the call when our customers need us are deeply appreciated.

Highway Transport's success is built on strong partnerships, and you are an essential part of that partnership. Together, we have earned a reputation as one of the industry's premier bulk chemical carriers. By continuing to safely maximize our opportunities, cover available freight, and provide exceptional customer service, we will continue to grow that reputation to create even greater opportunities for all of us.

Thank you for everything you do. It is an honor to serve as your Manager of Contractor Affairs, and I remain committed to supporting your success while working together to build an even stronger future for Highway Transport.

CONGRATULATIONS TO

Julia Guerra Sales Professional of the 2nd Quarter

Julia grew her territory by 23.5%, added \$1.2M in annual revenue, and knocked her KPIs out of the park!



Jason Palmer CAS of the 2nd Quarter

Jason has been an excellent addition to CAS and has been a key driver of change and workflow optimization in our PIC 45/65 project. Jason has been quick to take ownership of the entire customer process and exemplifies excellence in customer service and commitment. He does not hesitate to contribute to process improvement, excellent customer management and delivering on our promise.





Recognition from the field for those who go above and beyond for our customers.



Safety Starts with Speaking Up

A big shout-out to Wesley Garrett for recently being recognized by our customer, Ecolab, for demonstrating outstanding safety leadership. When Wesley identified unsafe unloading conditions at a customer site, including an improperly located eyewash station and active construction, he exercised his Stop Work Authority and refused to proceed until the situation was safe. It was the second time that week Wesley had appropriately stopped work after identifying a safety concern, earning praise from multiple Ecolab leaders for putting people before the load. Great job, Wesley! Thanks for reminding us that doing the right thing is always the right call.



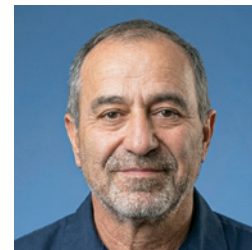
Doing the Right Thing

A shout-out to Wes Paschal, a System Driver based out of our Chattanooga Service Center, for demonstrating exactly what Stop Work Authority is all about. When Wes noticed the product listed on the Bill of Lading didn't match the information on his tablet, he immediately stopped the process and reported the discrepancy. Thanks to his attention to detail, our Customer Service team was able to correct the shipment before it became a bigger issue. Even with the delay, Wes still delivered the load on time. Great job, Wes! Your commitment to safety, accuracy, and doing the right thing is a great example for all of us.



Communication Makes the Difference

A shout-out to Houston driver Auf Mustafa for earning praise from customer Dow just weeks after joining Highway. After being delayed by a traffic accident, Auf stayed in constant communication with the customer, calling multiple times to provide updates and sincerely apologize for the delay. The customer specifically recognized his honesty and proactive communication, saying, "We never get that from drivers... we appreciated that." Great job, Auf! Thank you for proving that great customer service is about more than delivering a load and keeping customers informed every step of the way.



Going Above and Beyond

When a customer encountered an unexpected equipment issue during a delivery, John Ortiz stepped-up and helped solve it. John recognized that a non-standard fitting was causing the issue, supplied a compatible fitting from his own truck, installed it with the customer's approval, and successfully completed the delivery without a leak. His quick thinking, technical expertise, and willingness to go the extra mile earned praise from both Highway leadership and our customer, Ecolab. Thanks, John, for representing Highway with professionalism and a true customer-first attitude!



We're always looking for **Shout Outs** to feature in our newsletters.
Do you have any story ideas, success stories, or other content you'd like to share?
If so, please submit to content@highwaytransport.com.



Highway Hands Helping Chattanooga

Members of our Chattanooga Service Center recently teamed up with our sales team to volunteer at the Chattanooga Area Food Bank, spending a few hours giving back to the local community. Together, the team boxed canned and dry food items while enjoying the opportunity to spend time with one another outside of the day-to-day operation.

It was a rewarding experience and a great reminder that serving others and supporting our communities is just as important as the work we do every day. We're proud of the Chattanooga team for representing Highway Transport so well and helping make a positive impact.



The Sales and Marketing team hanging with the Chattanooga Service Center crew.

Service Center Visit

Recently, members of our Sales Team spent time at our Chattanooga Service Center, connecting with our operations team, drivers, and technicians.

Thank you to Service Center Manager Jason Cranfield for hosting the visit and sharing valuable insight into the local market, the products moving through the region, and the important work being done at our Chattanooga tank wash.

We're also grateful to our technicians, drivers, and staff for the warm welcome and for taking the time to share what it takes each day to safely serve our customers.

Visits like this help strengthen the connection between sales and operations and highlight the teamwork that drives Highway Transport forward.



Dispatcher Chip Johnson



Kevin Tully, Jason Cranfield and Janet Newman



Janet Newman loves Sherwin-Williams!

THE CHATTANOOGA TANK WASH

TANKS CLEANED BY DAY. TANKS CLEANED BY NIGHT.

**NO MATTER THE SHIFT,
THE JOB IS DONE RIGHT.**

Our Promise. Delivered.™ Our Promise. Kept.™



Chattanooga Service Center: Built on Trust and Communication

Spend a few hours at Highway Transport's Chattanooga Service Center and one thing becomes clear: nothing here happens by accident.

Every load, every clean trailer, every repaired truck, every on-time delivery is the result of dozens of people trusting one another to do their jobs exceptionally well. Drivers trust the shop. The shop trusts the tank wash. Dispatch trusts



equipment planning. Equipment planning trusts the drivers. It's a chain of professionals who know that every link matters.

Service Center Manager Jason Cranfield, who has spent more than 28 years with Highway and worked his way from the tank wash into leadership, summed it up best: "Everybody in this office... they all pitch in to make sure everything's handled during the day."

That teamwork starts long before a truck ever leaves the yard.



The Chattanooga Tank Wash washes 40-50 tanks per week.

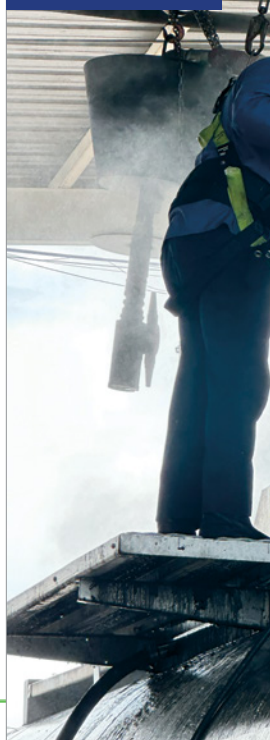
Dispatcher Chip Johnson keeps a close eye on customer inventory levels, driver schedules, and the countless moving pieces that change every day. As he put it, "I've never had the same week twice in a row." That's exactly why communication is so important.

Equipment Planner Will Reed is constantly balancing customer needs with trailer availability, making sure the right equipment ends up in the right place at the right time. He credits much of Chattanooga's success to the people around him, saying, "My guys are really reliable... we're super blessed with having good guys." He added, "These guys spend a lot of time in their trucks, so you want to make sure that they're heard, and you want to make sure they're okay." That communication also strengthens teamwork inside the office. As Will explained, "We work pretty seamless as a team and we all communicate."

Communication at the Chattanooga Service Center is not simply about passing along information. It is how employees support one another, care for drivers and keep the operation working effectively.

Communication is equally important in the team's relationship with drivers. Service Center Manager Jason said, "Here in Chattanooga, we do really well with driver

JT Johnson works to clean the inside of a trailer.





communication and making sure all the i's are dotted and t's are crossed on each load." He also emphasized that these relationships are personal: "We just don't talk to them like they're employees. A lot of them we've known for years and years. We consider them friends, so I think that helps."

"One thing the Chattanooga team does really well is communicate. We communicate very well with each other."

—James Holt

Equipment Cleaning Technician

When equipment needs attention, General Services Manager Richard Collins and his team keep Highway's fleet ready for the next load. Richard's philosophy is simple: every day starts by reviewing work orders, preventive maintenance, inventory, and inspecting the facility to stay ahead of problems before they become downtime.

Mechanic James Durham knows just how much responsibility comes with that role. "If we don't do our job correctly, trucks break," he said. "I've seen tires come off... you're the last person that signed the paperwork."

Just outside the shop, the tank wash team handles one of the most specialized jobs in the company.

Brian Teague believes success starts with one thing: "Communication is number one." Whether tackling stubborn latex residue or preparing

trailers for demanding customers, every wash follows strict procedures before a trailer is cleared to haul again.

For James Holt, every shift begins with a plan. "We get in, see what trailers we've got to wash, write down the list, and get our day done."

Strong communication also connects the service center's shifts and departments. Tank wash technician Holt said, "One thing the Chattanooga team does really well is communicate. We communicate very well with each other." He explained how one shift alerts the next when unfinished trailers need attention.

Holt continues, "If first shift has a couple trailers that they weren't able to finish, they'll let us know before we even come in and start our shift that, 'Hey, if you can, finish these trailers for us. Knock them out.' And that's what we do. We help each other out."

Joseph Miller, who joined the team with no previous tank wash experience, appreciates how much there is to learn. "I pretty much came into this fresh, not knowing really anything about tank wash."



Brian Teague flushing out the external valve.



Equipment Planner Will Reed

Newer teammate JT Johnson has already found dependable mentors. "Brian trained me up pretty nice. He's been an excellent co-worker."

Out on the road, Chattanooga's drivers recognize the support waiting for them whenever they need it. Regional

driver Karen Carstetter takes pride in staying alert. After spotting worn steer tires during a walk-around inspection, she immediately headed back to the shop. "Something caught my attention... so I called work and said, 'Get me ready, because I need new steers.'"

Local driver Rodrigo Rodriguez appreciates how quickly issues are handled. "If I have any issues... they changed it out within minutes."

Driver Stephen Gunter sees the operation as one connected team. "The mechanics here are amazing... if you see

something, you say something. Everybody kind of works together."

New driver Zach Cochran is still learning the world of tankers but already enjoys the challenge. Describing liquid surge, he laughed, "It feels like getting rear-ended."

From the office to the shop, from the tank wash to the driver's seat, Chattanooga succeeds because people trust each other to deliver and they communicate effectively.

It's not just about moving chemicals. It's about knowing the person beside you is ready to do their

"If we have a problem out here on the tank wash, we can always go to Jason. He's always going to be there, and that's a plus."

Brian Teague

Equipment Cleaning Technician

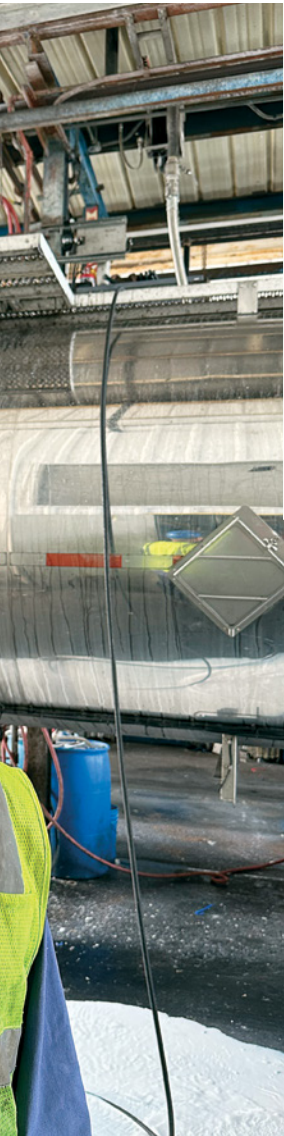


Equipment Cleaning Technician Brian Teague



L to R: Chip Johnson and Regional Driver Rodrigo Rodriguez





Mechanic James Durham



Regional Driver Stephen Gunter



Load running late? Communicate!

The #1 feedback from customers:

COMMUNICATE!
COMMUNICATE!
COMMUNICATE!

Delays, conflicts or problems with a delivery at any step of the process need to be communicated to internal stakeholders and, most importantly, the **CUSTOMER**.

We must not leave customers in the dark when problems occur. We cannot always avoid issues, but we can always be **transparent** with customers while working on solutions.

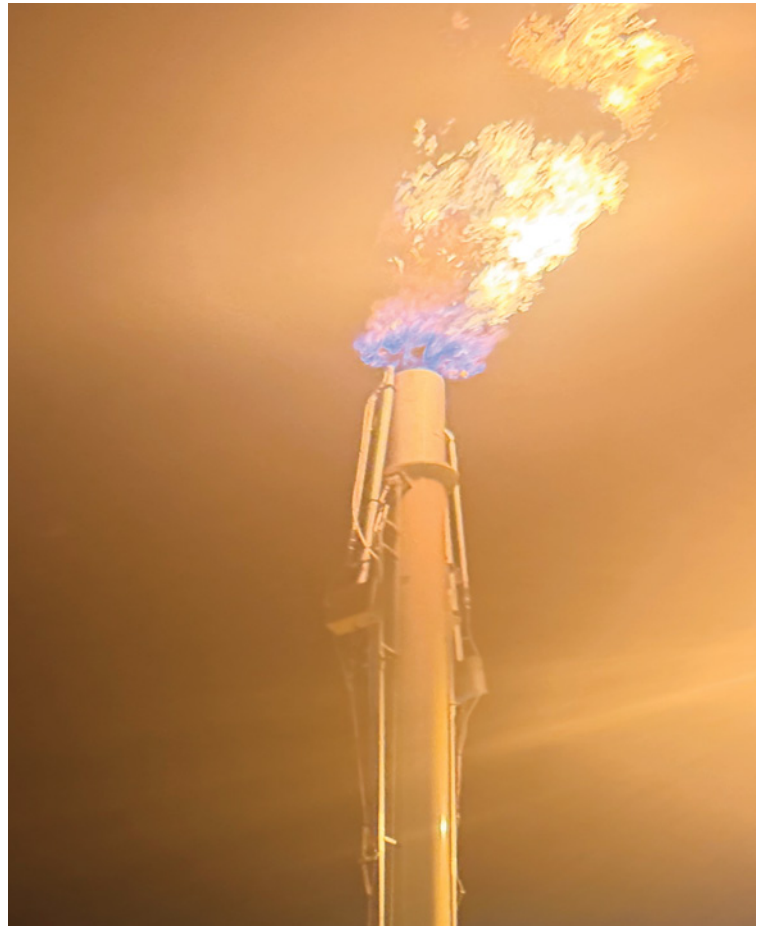
Honest, clear and consistent communication is

Our Promise. Delivered.™ Our Promise. Kept.™



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. 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."





Manager Barbara Turner-Moye discusses the day with Tim O'Leary.



Barb with Regional Driver Thomas Bolt.

Pittsburgh Service Center

Every service center has its own personality, and Pittsburgh's is easy to spot. It's a team that takes pride in keeping drivers moving and finding solutions when plans change.

Manager Barbara Turner-Moye, a former Highway driver herself, believes the key is simple: communicate, respect your drivers and keep them rolling. "Talk to me," she says. "If you need more miles or less miles... just talk to me."

That support made an impression on newer Regional Driver Tim O'Leary. "Everyone I've met has been very helpful and responsive," he says. "It's just nice to have folks behind you to help you through the challenges of your workday."



System Driver Cheryl Bey brings that same mindset to the road every day. Known for her professionalism and attention to detail, Cheryl says, "Don't take the road so personal, keep it safe, and have fun."

Different roles. Different experiences. The same commitment to doing the job well.



Sales team meeting in Pittsburgh



Pittsburgh driver Tim O'Leary performing pre-trip inspection.



Safety Starts Right Here

Safety doesn't start when the wheels begin turning. It starts right here.

Before every trip, Pittsburgh driver Tim O'Leary slows down long enough to make sure everything is exactly as it should be.

Checking equipment, inspecting connections, and looking for the things that could become big problems down the road.

Most people will never see these moments. But they're some of the most important parts of the job.

Professional drivers know that a thorough pre-trip inspection isn't just another item on a checklist—it's one of the best tools they have to protect themselves, the motoring public, and the load they're hauling.

Because the safest miles are the ones that were prepared for before the truck ever leaves the yard.



Karen Carstetter makes the right call for safety.

A Culture of Safety

Safety starts long before a truck hits the highway. Chattanooga-based driver Karen Carstetter recently noticed unusual wear beginning to show on one of her steer tires during a routine inspection after a delivery.

Instead of taking chances, she immediately contacted the Chattanooga Service Center and returned for an inspection.



Working together with Service Center Manager Jason Cranfield and General Services Manager Richard Blevins, the issue was confirmed and corrected before Karen returned to the road.

This is what Highway's safety culture looks like: drivers staying alert, service centers responding quickly, and everyone working together to keep our equipment operating safely.

Great job, Karen!



L to R: Brencari Ware and Guin Tuttle



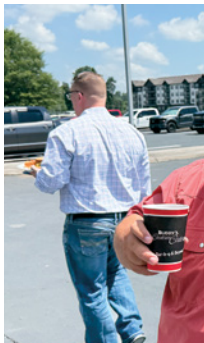
Grillmaster Frank



Joel McRae



Autumn Rogers is ready to dig in.



A very enthusiastic Aaron Matthews



L to R: Ryan, Moussa Djabri, Kris, Mike Krescanko, Jon Yob, and Tim Moore

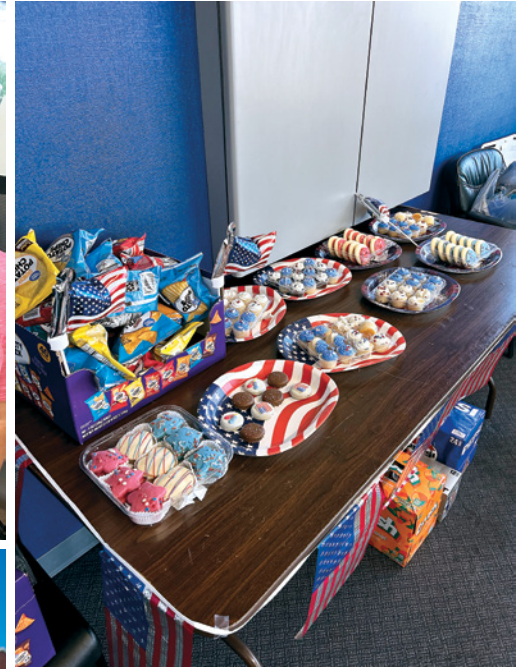




Edmund Polliet



L to R: Dawn Cummings and Angie Opyd



Zumo



Paul Noe with some serious July 4th spirit.



Todd Schrebe at the helm.



L to R: Gabe Laughing, Johnathan Santos, and Brad Newman



L to R: Chandler White, Timothy Klein and Brian Laks enjoy lunch East Tennessee style.



HIGHWAY TRANSPORT CELEBRATES

One Million Safe Miles



It's an incredible milestone, but it doesn't happen all at once. It happens one decision at a time.

- One thorough pre-trip inspection.
- One safe lane change.
- One patient decision in heavy traffic.
- One carefully planned delivery.
- One customer served with professionalism and care.

Every mile represents a choice to put safety first—for our drivers, our customers, and everyone sharing the road.

Today, we're proud to recognize our Million Mile Drivers for the commitment, discipline, and professionalism they've demonstrated over hundreds of thousands of trips and years behind the wheel.

Congratulations on an extraordinary achievement. Thank you for proving that safety isn't just a goal. **Safety is a habit built one mile, one trip, and one decision at a time.**

Darrell Underwood
Regional Driver
Cincinnati, OH



Joseph Stewart
Regional Driver
Baton Rouge, LA

OUR ONE MILLION MILE DRIVERS



Richard Peterson
Regional Driver
Freeport, TX

Steve Bochard
Regional Driver
Freeport, TX



Ed Heard
Regional Driver
Houston, TX

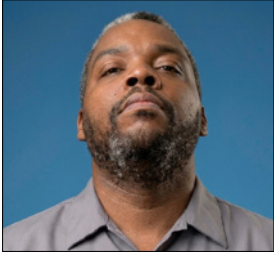
Darius Woodley
Regional Driver
Garland, TX





H Drivers of the Quarter

Q2 | 2026



Charles Taylor
Baton Rouge



Antonio Cruz
Bridgeport



Edward Jaquez
Charlotte



Curtis Peters
Chattanooga



Nicholas Boyer
Chicago



Kevin Gray
Cincinnati



Garry Almand
Detroit



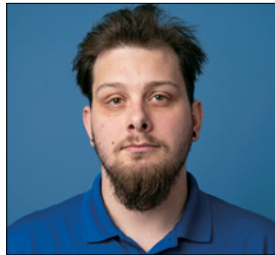
Stephen Bochar
Freeport



Dakota Mullins
Garland



Desmond Arthur
Houston



Jeremiah Humbard
Knoxville



Gentry Landry
Lake Charles



Francisco Rodriguez
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!

Q2 - 2026

Pittsburgh

North Region Winner

Knoxville

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)
- ▶ Contribution Ratio
- ▶ Revenue vs. Budget
- ▶ Contribution Ratio Variance

SAFETY NEVER TAKES A VACATION

Every mile.
Every load.
Every day.
We keep each
other safe.

SUMMER BRINGS EXTRA CHALLENGES ON THE ROAD.
PROFESSIONAL DRIVERS PLAN AHEAD AND STAY ALERT.



TORNADOS



FLOODS



SMOKE



HURRICANES



WORK ZONES



SCHOOL
TRAFFIC



THAT'S WHY WE:



MONITOR WEATHER
AND PLAN AHEAD



ADJUST ROUTES
WHEN CONDITIONS CHANGE



SLOW DOWN
IN WORK ZONES AND HAZARDOUS CONDITIONS



STAY ALERT
IN SCHOOL ZONES



LOOK OUT FOR EACH OTHER
AND EVERYONE ON THE ROAD

SAFETY ISN'T JUST A PRIORITY.
IT'S WHO WE ARE.



Our Promise. Delivered.™
Our Promise. Kept.™



50 YEARS

Glen Keen

40 YEARS

Billy Bishop

39 YEARS

Barry Hall

37 YEARS

Andrew Schultz

33 YEARS

Doug Vineyard

31 YEARS

Christy Paul

30 YEARS

Michael Stropp

Lydell Summerville

Kelly Worsham

29 YEARS

Rick Lusby

28 YEARS

Steven Cranfield

Grover Layman

27 YEARS

Michael Liggett

26 YEARS

Joe Sheldon

23 YEARS

Aaron Matthews

Dennis Resetar

Kathleen Rock

Brian Vinson

22 YEARS

Joel Hubbard

Dexter Ratliff

Walter Satterfield

21 YEARS

Mark Dickens

Paul Garbett

Kelly Wyatt

20 YEARS

Paul Noe

19 YEARS

David Breedlove

Elizabeth Dick

Brenda Skoda

18 YEARS

James Smith

Gregory Sorah

Melton Tennelle

Edwin Tice

David Williams

17 YEARS

Michael Blochowski

Ronald Brady

Robert Crist

Timothy Farmer

Steven Hittinger

Michael Mitchell

Billy Morgan

John Paschal

Matthew Powell

Douglas Scales

16 YEARS

Richard Collins

Peter Cordell

Warren Davis

15 YEARS

Ronald Booker

Ronald Dunlap

Todd Helms

James Kyle

Jesse McCulloch

David Owens

Richard Parker

Todd Schrebe

Jonathon Yob

14 YEARS

Stephen Bochard

Gary McClanahan

Louis Palmer

13 YEARS

Eric Ely

Derrick Lane

Merly Pleasants

Thomas Rannala

Carlos Rodriguez

Hunter Stokely

12 YEARS

Adrian Alanis

Antonio Cruz

Mark Daugherty

Edward Heard

Jennifer Myers

11 YEARS

Kevin Cameron

Sandra Carr

John Hill

Alvin Johnson

Mark Meads

Christopher Miller

Edmund Pollitt

Harold Randolph

Francisco Rodriguez

Peter Vickery

Ronald Welch

10 YEARS

David Davidge

Thomas Frain

Logan Laug

Daniel McClain

Michael Mitchell

Jose Quijada

Samuel Square

Joseph Stewart

Scott Tugman

9 YEARS

Logan Gibson

Khalia Jackson

Marlon Kellyman

Michael Krescanko

Leslie Malone

Joshua Payne

Dustin Perry

Richard Peterson

Jeffrey Waring

William Watkins

Katina Whittington

Kevin Yohe

8 YEARS

David Ervin

Ashley Gaspard

Logan Hill

Andre Hunter

Gregg Lott

Joseph Melbrod

Michael Petersen

Angela Pustelak

Kendall Rothman

Scott Saulnier

Thomas Stanford

Robert Sturgil

Darrell Underwood

Michael Wade

Brock Wempa

Sandra Willis

Darius Woodley

7 YEARS

Christopher Bennett

Christopher Carson

George Deem

Laurie Doran

Robert Ellis

Wuilber Flores

Kevin Gray

Craig Green

Travis Green

Jose Hernandez

Chester Mundy

Bryan Pack

Pamela Randol

Keith Richardson

Autumn Rogers

William Shields

Adrian Swanson

Kevin Viator

Christopher Workman

6 YEARS

Juwaun Bracey

Joseph Downey

Scott Engelmeier

Stephen Gunter

Edilberto Gutierrez

Justin Hartman

Charles Harvey

Kevin Hess

Louis Johnson

Orrin Newman

Charles Powers

Michael Stanger

Richard Vansciver

Brody Waters

Christine Williams

5 YEARS

Caitlen Ambrose

Chadwick Briggs

LeAnn Douglas

German Esteve

Lance Evans

Cowan Franklin

Michael Gaspard

Michael Holder

Gabrie Juarez

Datha Landry

Edward Malone

Lance Martin

Janet Newman

David Olrich

Daren Parks

Reece Prihoda

Pedro Puente

Michael Topp

Robert Valentine

4 YEARS

Jonah Beeler

Nicholas Boyer

Candi Coate

Edward Evans

Wendy Foreman

Jahleem Furaha-ali

Kevin Green

Cesar Hernandez

Jabar Huggins

Thomas Jeffries

Karen Johnson

Carl Joseph IV

Gentry Landry

Justin McCroskey

Joel McRae

Christina Meyers

Melvin Naulles

Charles Nogosek

Brandon Pack

Igor Pavlyukh

Zachary Perian

Thomas Ratliff

Jeffery Redmer

Kristofer Sanchez

Brian Teague

Stevie Tilmon

Barbara Turner-Moye

Brant Van Houten

Roberto Vasquez

Quintavis Williams

Brenda Williamson

Daniel Winget

Herbert Yates

Jonathan Ziegler

3 YEARS

Mark Adams

Jackson Bieh

Thomas Bolt

Sarah Brett

Dandre Carter

Timothy Covey

Marquis Davis

Michael Dickson

Joshua Elmore

Michael Figgins

William Gaines

Kaden Gauntt

Michael Gilchrist

Nolan Griffin

Diego Gutierrez

Christopher Hamilton

James Holt

Kaci Hynes

Leah Keeble

Elizabeth Kincheloe

Gabriel Laughing

James Lott

Joseph Macon

James Mccord

Alonzo Mitchell

Dakota Mullins

Travis O'Banion

Raecheil Oconner

Kevin Palms

Clarence Peebles

Herbert Peters

Cecil Phillips

Chandler Platt

Kevin Pinkard

Marcus Wayne Provost

Sally Quick

Johnathan Santos

Stephen Smith

Lorraine Thompson

Kevin Tully

Emily Warren

Alexander Whitney

Andrew Young

2 YEARS

Khadajah Akui

Colton Anderson

Scott Avila

Neveski Bennett

Willie Bustos

Sabrina Butler Holley

Caleb Carroll

Karen Carstetter

William Cecil



Alan McFarland's Retirement

After 17 years of dedicated service with Highway Transport, Alan McFarland retired in October, leaving a lasting impact on our Fleet Service Department.

It was truly a pleasure working alongside him every day. Alan's extensive mechanical knowledge of semi-trucks and tanker trailers made him an invaluable resource, and he was always willing to share his experience with others.

To recognize his years of service, our team gathered at my home to celebrate his retirement with a small party, cake, and card. It was a token of our appreciation for everything he contributed to Highway Transport.

Alan's professionalism, integrity, and friendship will be greatly missed. On behalf of the Fleet Service Department, thank you for your dedication and commitment. Congratulations on a well-earned retirement, and best wishes for many happy and healthy years ahead. *Submitted by David Owens, Fleet Services Manager*



Paul Cerva
David Chase
Marcellina Cole
Stalin Contreras
Roderic Crane
Fred Dailey
Richard Dawson
Willie Dickens
Keith Dixon
Robert Finnin
Brahim Graine
Travis Griffin
Anthony Holland
Joshua Humbert
Qui Huynh
Austin Jack
Edward Jaquez
Linda Johnson
Curtis Johnson
Devante Joseph
Leonard Kaack
Antonio Kent
Samantha Louis
Elizabeth Marin
Robert Mason
Erik May
Joseph Miller
Ronald Morris
Mario Newman
Bradley Newman
David Oakes
James Pate
Hugo Recio
David Richardson
Maurice Roberson
Eugene Rougeau
Erik Sam
Heather Sebrén
Robert Spivey
Henry Stephens
Norman Stevens
Tyrone Whitted
Danzell Williams
David Wimble
Robert Zimmerman

1 YEAR

Saeb Abushakra
David Alexander
Garry Almand

Daniel Ammons
Tucker Andrews
Desmond Arthurs
Charell Bateman
Cordell Belford
Stephen Bell
Cheryl Bey
Brandon Brackens
Brennan Brown
James Carey
Edward Carter
Travis Griffin
Anthony Holland
Joshua Humbert
Qui Huynh
Austin Jack
Edward Jaquez
Linda Johnson
Curtis Johnson
Devante Joseph
Leonard Kaack
Antonio Kent
Samantha Louis
Elizabeth Marin
Robert Mason
Erik May
Joseph Miller
Ronald Morris
Mario Newman
Bradley Newman
David Oakes
James Pate
Hugo Recio
David Richardson
Maurice Roberson
Eugene Rougeau
Erik Sam
Heather Sebrén
Robert Spivey
Henry Stephens
Norman Stevens
Tyrone Whitted
Danzell Williams
David Wimble
Robert Zimmerman

William Reed
Colin Reihel
Thomas Rice
Dontrell Riley
Jackie Robinson
Austin Sanchez
Dominic Schoettle
Kassi Shalkowski
Brennan Brown
Siddhartha Smith
Shaunesty Smith
Donald Sonnier
Christopher Sperry
Micah Stair
James Stone
Brittany Streadl
Stephen Tabiti
Charles Taylor
Davie Wells
Michael White
Craig Wilson

Less than 1 year

Zaquan Acklin
Derrick Allen
Heather Allen
Rene Alvarado
Dedric Arvie
Kevin Ballinger
Derek Barbee
Deidra Barber
Hamilton Batista
Michael Belcher
Jamar Bellard
Jarvis Benford
Antoine Bennett
Shaqueta Bilbo
Michael Bissett
Aiden Brown
Dina Burson
Eliam Caballero
Lotoyea Carter
Kefgen Carter
Edwin Champion
Sang Chang
Steven Chapman
Cornell Chatman
Arthur Chatman
Tammie Chaumont
Dominick Cletti

Kahlil Clark
Zachary Cochran
Walter Coles
Eddie Collins
Derrick Collins
Ricardo Cortes
Colin Craig
Dantoine Crosby
Demetri Culpepper
John Czap
Quindarren Davis
Ruy De Abreu Camarena
Joshua Dees
Malcolm Dewberry
Malik Dickens
Martin Dorsey
Koty Doty
Erin Duncan
Tra Duran
Nicholas Edwards
Aaron Ellis
Geovontea Ferguson
Scott Fifer
Richard Finney
Issac Gaines
Brian Gano
Roberto Gaona
Wesley Garrett
Issik Gonzalez
Tesfa Gordon
Renaldo Gray
Arthur Harmon
Brady Harris
Nicole Hart
James Haun
William Hegerty
Dameshia Hickman
Jose Hidalgo
Robert Hille
Tyrann Holden
Howard Holder
Kylon Hollins
Keith Hoskins
Herbert Hughes
Jeremiah Humbard
Quentin Isom
Alex Jackson
Thomas Jackson
Allen Jackson

Darnel Jenkins
Brian Jenkins
Donnie Jenkins
Dimitri Jeune
Julian Johnson
Carlin Johnson
Antionn Johnson
Vaughn Jones
Fredrick Joseph
Kyle Joyner
Marcus Kelley
Logan Konrath
Brian Laks
David Lane
Ryan Lautenbacher
Russell Leisner
Javaris Lindsey
Kelvin Loper
Kyshon Love
Clint Lytle
Darlene Majors-Evans
Dean Martin
Karen Martin
Devin Mastin
Billy Matthews
Jermard Mccray
Steven Mcmillan
Erik Mejia
Damon Mills
Leon Mitchell
Adrian Mompeller
Marques Moore
William Moore
Mario Morman
Matthew Munoz
Jonathan Murray
Joshua Nickell
Timothy O'leary
Shawn Okey
Angela Opyd
Matthew Oswalt
Harold Paddio
Jason Palmer
Tawon Parker
Anthony Penaffor
Curtis Peters
Charles Pinkett
Mark Pinkine
Joseph Poehl

James Pressley
Tyler Preston
Kimberly Puryear
Robert Quinn
Lenicia Riley
Rodrigo Rodriguez
Garrett Rolle
Kevin Rome
Dabney Rorie
Jalen Ruffin
Antonio Ruffin
William Russell
Miguel Santos
Kevin Sepulveda
Malique Serieux
Justin Shaw
Donnell Smith
Britney Smith
Tai Rhys Smith
James Spells
Anthony Stringer
Jessie Tarver
Hayes Tillman
Eric Tschida
Coy Tucker
Micah Turner
Guinevere Tuttle
Elijah Vanbibber Wells
Gerald Walker
Brencai Ware
Julian Washington
Takesha Webb
Chaquille Welsh
Niyoka White
Kashawn White
Darin Williams
Keiara Wilson
Nautica Wilson
D'vante Young
Frank Zummo

Paul Noe Celebrates 20 Year Anniversary with Highway

Twenty years is a milestone worth celebrating, and Paul Noe has spent those years helping Highway keep moving forward. From leading technology projects to working on process improvements, he's always been looking for the next way to make things better. Paul jokes that he never expected to stay anywhere for 20 years, but says showing up each day and making progress has made the time fly. Congratulations, Paul, on this incredible milestone. Thank you for two decades of innovation, dedication, and making Highway stronger every step of the way!





10024 Investment Dr.
Knoxville, TN 37932

