

HIGHWAY HIGHLIGHTS

Linking all Highway employees and contractors

Personal Harassment: Highway Transport Policy and Guidelines

Our policy is simple: We don't tolerate harassment in any form by an employee, contractor, customer or vendor. Our company is firmly committed to providing and maintaining a workplace that is free of harassment.

What is harassment? Legally, harassment is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, gender, national origin, age or disability, or that of his/her relatives, friends or associates, and that: i) has the purpose or effect of creating an intimidating, hostile, or offensive working environment; ii) has the purpose or effect of unreasonably interfering with an individual's work performance; or iii) otherwise adversely effects an individual's employment opportunities.

Harassment is unwelcomed or unreciprocated behavior, which makes you feel intimidated, offended, or belittled in the workplace. It can take place between:

- an employee and a manager or supervisor;
- co-workers; or
- an employee and another person in the workplace, for example a customer or vendor.

Forms of harassment, whether directed at a person or a group can include:

- jokes, derogatory or dismissive comments;
- gestures that are insulting or belittling;
- circulating, displaying written or pictorial material that is offensive or belittling
- epithets, slurs, negative stereotyping, or threatening, intimidating or hostile acts.



Most everyone is aware of the term sexual harassment. If unwelcomed or unreciprocated, the following behaviors could be examples of sexual harassment:

- physical contact or requests for sexual favors;
- persistent following (stalking);
- suggestive looks implying a sexual interest;
- persistent verbal abuse or threats; or
- persistently disrupting an individual's work, work space, equipment or interfering with their personal property.

There are other types of harassment that are not of a sexual nature. This includes verbal or non-verbal conduct that shows hostility or aversion to an individual because of his or her race, gender, national origin, age, disability or that of his/her relatives, friends or associates. Examples would include, but not be limited to:

- Acts that are supposed to be jokes or pranks, but that in reality, are hostile or demeaning
- Comments, slurs, jokes, symbols, innuendos, cartoons, pranks
- Written or graphic materials placed on walls, bulletin boards on the employer's premises or circulated in the workplace.
- persistently disrupting an individual's work, work space, equipment or interfering with their personal property.

The company promptly investigates all complaints received. If the investigation confirms that harassment has occurred, the company will take corrective action, up to and including immediate termination or cancellation of lease, if appropriate.

**HIGHWAY
TRANSPORT INC.**
A Quality Driven Company

1500 Amherst Road
P.O. Box 50068
Knoxville, TN 37950-0068

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Highway Transport Tests Standfast Total Restraint Module



left to right: Knoxville Driver James Nicley; Larry Edwards, Director of Maintenance and Tank Cleaning; Rick Lusby, Knoxville Terminal Manager; and Gary Reagan, Vice President of Operations.

cannot emphasize enough that **this is not considered to be a fall protection system. This is a total restraint system**, and we are careful to refer to it that way. Why? Because it far exceeds OSHA safety standards. This is a concept that goes above and



Standfast Corporation Operations Manager Stephen McCrohon explains the harness rigging procedure to James Nicley. beyond fall protection. If a worker is totally restrained, then a fall is not possible."

Highway is always observing new technologies that could possibly enhance our safety. Possible benefits of the Standfast TRAM system include:

1. Most importantly, it could secure our most crucial asset...you, the Highway Transport employees who perform difficult tasks, serve customers, and keep us in business.

2. A total restraint system addresses one of the most significant hazards (slips, trips, and falls) involved in our tank drivers' offloading process. As you can see in the demonstration images, the restraint system provides for the significant reduction in our overall liability risk exposure, because the design prevents a driver from falling to lower levels. The new system could help to control insurance costs due to reduced risk factors as a result of fewer injuries. The superior level of protection provided by the

continued on page 4 . . .

True to his "Vol" nature, Highway's award-winning driver instructor James Nicley (above left) recently volunteered his tank expertise to demonstrate the Standfast TRAM (Total Restraint Access Modules) to a group of company leaders and interested parties who regularly address driver safety issues.

Highway Transport is in the process of testing TRAMs made by Standfast USA. Testing and demonstrations have occurred at the Knoxville terminal and also at our LaPorte, TX terminal. The TRAM is a restraint system designed specifically for drivers who

perform tasks on the top of the tank trailer. The system eliminates the risk of a driver falling off the tank. As the images (page 4) depict, the TRAM system allows someone the full mobility to work on top of a tank, yet remain completely restrained from falling. At all times, the driver is restrained from falling off the tank. If a driver happens to lose footing, he remains suspended in a position from which he can easily recover by grasping the nearby handrail and returning to a standing position.

Standfast Corporation Operations Manager Stephen McCrohon says, "I

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- Editors -
Carra Eggers (Ext. 418)
ceggers@hytt.com
and

Wendy Drummer (Ext. 416)
wdrummer@hytt.com

- Purpose -

To keep Highway Transport 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.

Highway Transport, Inc.
1500 Amherst Road
P.O. Box 50068
Knoxville, TN 37950-0068
1-800-444-9814

Spirit of Cooperation With Our Tanker Bretheren Who Serve Rohm and Haas

reported by Andy Schultz, Director of Operations

Many people at Highway Transport and Groendyke recently combined forces to ensure the delivery of a load to Minnesota that was crucial to the Rohm and Haas Company at Knoxville. On December 12th at approximately 3:30 p.m., I received a call from Groendyke's Central Dispatch Manager stating that they had one of their trailers loaded for Sartell, MN, but no driver to pull it. The driver whom they intended to pull the load was delayed on a prior shipment. There was a true sense of urgency to get this load moving as soon as possible due to International Paper (a Rohm and Haas customer) facing a certain product outage if they couldn't receive the product there before noon on December 13th.

Our team immediately went to work with the Central Driver Managers, looking to see if there was a Knoxville driver at home who could come in to work right away and get the load picked up and taken to our Chicago facility, where a relay driver would be standing by to receive it, and drive the second leg of the trip to Minnesota and make the delivery.

Jerry Noland made contact with Knoxville System driver Jake Edwards at 4:00 p.m. on Dec 12th, who immediately stopped what he was doing at home and rushed into work. He arrived to the Knoxville terminal within an hour of Jerry's phone call. Jake hooked to the loaded Groendyke trailer by 5:15 p.m., and was then on the road to Chicago. Jake did an outstanding job staying focused on the mission at hand, and arrived at our Chicago service center approximately 2:15 a.m. local time on the 13th, where another Knoxville System driver, Dennis Propin, awaited the hand-off. ...continued on p. 3

Highway Transport Quarterly Financial Summary

FOURTH QUARTER 2006

Area	Revenue	Operating Ratio
Chemical	\$13,082,616	99.7%
Petroleum	\$1,131,466	97.5%
Logistics	\$2,382,422	89.9%
<i>Total Company</i>	<i>\$16,596,504</i>	<i>98.1%</i>

YEAR TO DATE 2006

Area	Revenue	Operating Ratio
Chemical	\$42,451,686	97.2%
Petroleum	\$3,486,950	99.9%
Logistics	\$8,179,229	89.6%
<i>Total Company</i>	<i>\$54,117,865</i>	<i>96.3%</i>

Personnel & Personal Notes

Personnel Changes . . .

- **Brian Reid** has re-joined Highway as the Northeast Regional Sales Manager. He and his wife live in Knoxville, and he will work out of our Amherst location while reporting to Vice President of Sales & Marketing, Jim Tormey. Brian had previously been employed with Highway from February 1990 - October 2005 and held various operations and sales positions with us. His most recent position was Vice President of Logistics. Brian briefly left Highway for an opportunity with Haz Mat Environmental Group in Buffalo, NY. We are excited to have Brian back and expect him to have a positive impact on our sales efforts in the Northeast Region given his extensive operations and sales experience with Highway, as well as his contacts within the tank truck industry.
- We are pleased to announce that **Brenda Skoda** has been hired as the Ecolab DLO Manager at McDonough, GA. Brenda officially began in McDonough the week of January 22, and continues



Brian Reid

training on-site with Adam Kennedy. Brenda brings with her over twenty years of experience in the trucking industry, spending the majority of her career with Manfredi/Distribution Technologies.

- **Kelley LeRoy** has been hired for our part-time Senior Staff Accountant position. She replaces **Julie Marcantel**, who is returning to the Houston area. Kelley has a Bachelor of Science in Business Administration from the University of South Florida and is a CPA. Kelley is originally from Boston. She and her husband recently moved to Tennessee from Florida.



Brenda Skoda

Becky Sanders' daughter, K. C., gave birth to Becky's second grandson December 28. Daniel Isaac Fish was born at 6:23 p.m. and weighed 10 lbs, 1 oz.

Sherry Hitson's daughter Kylah, gave birth to Sherry's second grandchild on December 17. Bobby Graves weighed 7 lbs., 3 oz., and measured 19 in. long.

Our Deepest Sympathies . . .

- Andrew Wice's grandmother, Betty Jo Sexton, passed away on January 1st. Services were held at Noeton Baptist Church in Bean Station, TN.
- Knoxville Petroleum Driver, Bill Bishop, passed away following an extended illness. He had been employed with Highway Transport since 1990. Services were held in Strawberry Plains, TN.
- McDonough Contractor Tim Smith's mother, Susie M. Smith, passed away. Services were held January 27 in Moss Point, MS.
- Our colleague at Cognis, Greg Winters' sister, Frances V. Dill, passed away. Services were held on February 1 in Cold Springs, KY.

New Additions . . .

- **Kathy Shrout** recently returned to work following the birth of her third son, named Blake, on December 7. He weighed 6 lbs. and 12 oz. He measured 19 ½ inches long.
- Congratulations to **Christi Owen** on the birth of her first child, a son, named Brayden, on December 6. He weighed 7 lbs. and 3 oz.

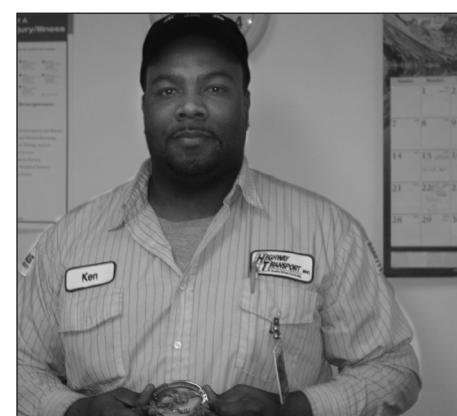
Driver Safety Awards

At Highway Transport, we're always striving to recruit safety-conscious drivers. It is with great honor that we recognize the following drivers who represent a successful record of accident-free driving:

(not pictured: Garland Driver John Moore, One Year Award)



Garland Driver Rodney Taylor receives the Two Year Safe Driving Award, the letterman-style jacket with royal blue sleeves.



Garland Driver Ken McMillian receives the One Year Safe Driving Award, a bronze belt buckle.



Chicago Terminal Manager David Niven (left) presents Alvin Jennings with the Four Year Safe Driving Award, the leather bomber jacket.

Service Anniversaries

January - March, 2007

34 Years
Ray Barber,
Knoxville Mechanic

32 Years
Roy Haynes,
Knoxville Mechanic

31 Years
Wayne Coward,
Knoxville Tank
Cleaner

23 Years
Braden Trucking,
Knoxville Contractor

21 Years
Carl Paxton,
LaPorte Mechanic

19 Years
Greg Watkins,
President

18 Years
Freddie Bolden,
Knoxville Contractor
Howard Immenhort
Knoxville Driver

15 Years
Kenny Barnett,
Chattanooga
Tank Wash
Supervisor
Leonard Steele, Jr.
Chattanooga Tank
Cleaner
Lonnie Surgener,
Knoxville Driver

14 Years
Beverly Henderson,
Pricing
Administrator

10 Years
Vince Durbin,
LaPorte Driver
Eric Frost,
LaPorte Mechanic

13 Years
Ernest Holloway,
McDonough Driver
David McDaniel,
Knoxville Driver

9 Years
Billie Smith,
Log
Compliance
Clerk
Art Van Lill,
Charlotte
Contractor

12 Years
Dale Ducote,
LaPorte Driver

11 Years
James Bristol,
Knoxville Contractor

8 Years
Bob Godsmark,
Recruiting
Manager

7 Years
Willis Haun,
Knoxville Mechanic
Mark Parker,
Chattanooga
Contractor

6 Years
Becky Sanders,
Petroleum
Operations
Supervisor

5 Years
Michael Stropp,
Knoxville Driver
Kelly Worsham,
Knoxville Driver

5 Years
Robert Graham,
Knoxville Tank
Cleaner
Jennifer Myers,
Petroleum Clerk
Merly Pleasants,
Equipment/Tank
Cleaning Planning
Manager

4 Years
Jason Cranfield,
Chattanooga Tank
Cleaner
Clyde Isner,
Line Haul
Supervisor

3 Years
James Nicley
Knoxville Driver
Jack Taylor
Knoxville Driver

3 Years
Don Howard,
Knoxville Petroleum
Driver

2 Years
Chris Jenkins,
Florence Terminal
Manager

7 Years
Mitchel Ward,
Chicago
Mechanic

6 Years
Joy Widmeyer,
Chicago Customer
Service Supervisor

5 Years
Carol Guinn,
Administrative
Assistant, Chemical
Operations

5 Years
Ralph Neal,
Knoxville Driver
Eric Penn,
Florence Driver
Hector Porras,
LaPorte Mechanic

1 Year
Joseph Stevens II,
Florence Driver
Gary Williams,
Knoxville Driver

4 Years
Darryl Hunter,
LaPorte Tank
Cleaner
Joseph Macon,
Knoxville Contractor

3 Years
Aaron Matthews,
Operations/Finan-
cial Analyst

2 Years
Floyd Moreau,
LaPorte General
Service Manager

3 Years
Wyatt Dockery,
Knoxville Regional
Driver Manager

2 Years
Howard Dillard
Knoxville Petroleum
Driver

3 Years
Felipe Castillo,
LaPorte Driver

2 Years
Sondra Frazier,
Nashville Terminal
Manager

1 Year
Richard Staudt,
LaPorte Driver

1 Year
Henry Brown,
Chicago Contractor

1 Year
Marlon Craig,
Florence Driver

1 Year
George Edmonds, Jr.,
Hebron Driver

1 Year
Timothy Gibson,
LaPorte Driver

1 Year
David Groover,
Knoxville Petroleum
Driver

1 Year
Dale Guy,
Chattanooga Driver

1 Year
Donald Harper,
Nashville Petroleum
Driver

1 Year
William Hegerty,
Knoxville Petroleum
Driver

1 Year
Theodore Nussbaum,
Chattanooga Driver

1 Year
Ricky Hacker,
Knoxville
Contractor

1 Year
Joy Widmeyer,
Chicago Customer
Service Supervisor

1 Year
Robert Mondary,
Florence Driver

1 Year
Richard Wilson,
Charlotte Driver

Birthdays

January - March, 2007

Bensalem
Tyrone Gilchrist
Keith Idle

Charlotte
Jerry Burleson

Chattanooga
Jason Cranfield
Larry Duncan
Theodore Nussbaum
David Weidner

Chicago
Bruce Frost
Thomas Heatherly
Peter Klimmer
Harold Randolph
Stephen Warren
Elvis Webb

Colombus
Robert Nettles, Sr.

Florence
Christopher Jenkins
Ronald Jones

Garland
Tracy Jackson

Hebron
Rodney Bauer

Knoxville
Doug Atchley
John Baker

Arthur Beckett, Sr.
Billy Bishop

Martin Conley
Kenneth Dickey

Howard Immenhort
Fred Patrick, Jr.

Glen Keen
Kevin Steenken

Ryan Loyd
Joseph Macon

LaPorte

Jerry Nicely
Mark Preller

Denis Propin
Donnie Blakely

Dexter Ratliff
Martin Conley

Bill Reagan
Kenneth Rutherford

Neil Evans
Paul Goodale

Willis Haun

Roy Haynes

Beverly Henderson

David Houser

Glen Keen

Billy Lively

Ryan Loyd

Joseph Macon

David McFarland

Ralph Neal

Vince Durbin
Denis Durbin

Otis Ewell
Dexter Ratliff

Jesse Foster, Jr.
Stephen Robinson

Eric Frost
Kenneth Rutherford

Timothy Gibson
Rachel Schuman

Darrell Hamilton

David Harris

Kerrie Smith

Traci Smith

Randall Standifer

Danny Stevens

Lonnie Surgener

Brian Vinson

Jimmy Wood

Kelly Worsham

Jimmie Beck

Mark Dickens

Flavio Rocha
Wilbert Snead

Charles Theiler

Rodrick Townsend
David Williams

Michael Wolf

McDonough

Kareem Bishop

Rodney Brown

Billy Byrd

Darrell McCullough

Howard Mims

Garnet Josey

Larry Keeter

Reginald Keller

Clarence Littlepage III

Floyd Moreau

Gilbert Martinez

Carl Paxton

Dionicio Pena, Jr.

Michael Pittman, Sr.

Arthur Sorensen

Drivers: Get Quick Info from Web

reported by Paul Noe

Highway's IT Department provides web-based information that supports our most crucial asset...drivers. We're seeing across-the-board growth in demand for all of the information that a driver might need. When compared to the rest of the trucking industry, tank drivers are very high-tech group of web users. Roughly 70% have home computers with Internet access. We receive very few tech support calls from our drivers. The latest feature available online? Drivers can view and print their tractor trailer insurance cards.

Need help logging in? Contact Highway Transport's Information Technology (IT) Department:
1-800-818-1207 or (865) 584-8631 ext. 440
e-mail: pnoe@hytt.com

Marcia Marcia Marcia!

reported by Barry Hall



2006 Taxes: Meal Allowance

Drivers can now deduct a higher percentage of meal expenses. Depending on your hours, the allowance can be as high as 75%. Always ask your tax professional, and refer to www.irs.gov.

Cooperation ...continued from p. 2

After pre-tripping the trailer and making the paperwork exchange, Dennis was soon on the road with the Groendyke trailer, leaving at 3:15 a.m. Dennis made the trip from Chicago to Sartell, MN in about 8 hours, arriving at 11:30 a.m. local time.

The load arrived prior to the customer running out of product, and a shut-down was avoided. Both drivers are to be commended for their diligence in getting this load moved as quickly as they did, given the very short notice they received.

We at Highway Transport certainly appreciate the efforts of these two drivers, as well as everyone else involved in making this happen for our customer. The ironic ending to this heroic effort was that driver Dennis Propin was delayed several hours in beginning the unloading process due to a customer equipment malfunction at International Paper.

Driver Excellence Awards

periods 12 - 13, 2006

Period 12	Ralph Neal, Knoxville Driver	Period 13	Art Miles, Chicago Contractor
Omar Bardales, LaPorte Contractor	Rick Parkhurst, Chattanooga Driver	James Byrd, Chattanooga Driver	Dan Molk, Kankakee Driver
Billy Crawley, Chattanooga Driver	Duane Regnier, Kankakee Driver	Richard Crutcher, Garland Driver	Ed Noga, Charlotte Driver
James Forehand, LaPorte Driver	Kenneth Ghea, Chicago Driver	Mamadou Diallo, Florence Driver	John Secaur, Chattanooga Contractor
Tyrone Gilchrist, Bensalem Driver</			

continued from cover . . .

TRAM can only help to make Highway Transport more competitive and profitable in our operations. The logic is simple: The more we reduce our insurance costs, the more dollars can allocate toward business endeavors.

3. Drivers would appreciate it, because it could possibly provide their families with the assurance of knowing that Highway takes steps to be proactive on safety issues.

4. Customers notice, because slips trips and falls are the number one cause of on-the-job accidents and incidents. TRAM systems could provide customers with added assurance of restraint during tank work.

Throughout our 58-year legacy, customers have always been willing to pay for the superior level of service that Highway provides.

"In a time when tank companies are operating on razor thin margins, fuel and insurance costs are skyrocketing, many of our competitors are unwilling to make a significant investment in safety. We at Highway see things differently. We are always considering safety measures that could keep a driver from falling off a tank. We foster a company culture of heightened safety, and our customers pay close attention to this level of detail," says Vice President of Operations Gary Reagan.

Standfast Corporation is based in Queensland, Australia. Their TRAM system grew out of an earlier innova-

tion designed by inventor Cameron Baker who saw his brother washed off rocks while fishing. The incident got him thinking about a solution to such a dangerous condition, and Baker invented a belt-style retractable harness called "The Barnacle." The barnacle device prevents people from being swept overboard from the decks of ships. Standfast Corporation inventors were approached by the tank industry to find a solution for height safety on tanker trucks. Nowadays, both systems, The Barnacle and the TRAM, are used worldwide in shipping and trucking. As they say down under, "It is a restraint system used by shippies and truckies."



Newest Member of Million Mile Club: James Nicley

submitted by Scott Ennen, Vice President of Safety and Quality

In December of 2006, a celebration dinner and a plaque ceremony were held at Peerless Steakhouse in Knoxville to honor James Nicley with the Highway Transport Million Mile Award. James has driven one million miles for Highway Transport without a preventable accident or incident. James began his relationship with Highway by serving exclusively as a Rohm and Haas driver. He has been a Highway Transport company driver since 1998. This marks only the 13th time in our 58-year company history that Highway Transport has be-



Highway Transport President Greg Watkins with James Nicley

stowed the Million Mile Award. "Employees like Mr. Nicley don't come along every day. When he walks through the door with a freshly-ironed shirt, you get a clear understanding that you're dealing with a professional," says Greg Watkins. James has forged many great relationships with our customers, and his work is exceptional. We can depend on James' professional demeanor, and he is the kind of guy that we are proud to send out there in the field to represent us. As you can see in the images below, James recently volunteered to test the Standfast TRAM system, and we knew he would test it thoroughly and communicate many important details to the Standfast reps. He is a great advocate for fellow drivers, and we expresses our gratitude.

Larry Keeter's Son Serves in Iraq's Volatile Anbar Province

Brendan Keeter, the son of Highway driver Larry Keeter and his wife Bernadette, is currently serving a second tour in Iraq. Brendan is a Sergeant in the Marines with the 9th Engineer Support Battalion. Dad Larry asks his son "Why go back for a second tour?" Brendan replies, "You know how I am. There are places where we are really needed right now, and I'm just doing my job."

This time, Brendan is in the Anbar Province at Camp Al Taqaddum (*pron. Ta Cat Um*) about 40 miles west of Baghdad. Bernadette sends Brendan two care packages per week. She sends home baked items (enough to share with friends), hygiene products, and cold meds; but Brendan mostly likes to receive bags of candy. Brendan finds himself in situations where he is communicating with children, and those children want candy. Bernadette recently sent a box containing 60 pairs of gloves for the Marines and kids. Bernadette says, "People hear about the extreme heat of the summer, but in the winter at night, temps drop into the low teens."

Larry says, "We sometimes see scenes of soldiers in barracks on TV, but when we speak to Brendan he explains to us that those accommodations we're seeing on TV are very nice. 'However,' Brendan says, 'I'm not staying in one of those nice-looking barracks. Our circumstances here in the Anbar Province sometimes become very rough.'



Brendan's Battalion was recently featured in *The Marine Corps Times*. You can reach Larry by e-mail: trucker407@aol.com

Larry continues, "This young man is something else. He has always been really smart. My wife and I allowed him to advance from 1st to 3rd grade. Then, of course, he graduated early from high school at age 17. He joined the Marines immediately following graduation, and he has been a Marine for nine years now. When he completes his military career, Brendan tells us that he would like to go into law enforcement."