



HIGHWAY TRANSPORT

linking all employees and contractors



photo by Eric Ely: Confined space rescue training here in Joliet, IL. Mike Jones on the left and Don Elder on the right.

Highway Transport is poised for growth in the tanker trucking industry. Here's why:

- ▶ Customers appreciate our commitment to safety. Highway Transport constantly updates certifications.
- ▶ Knoxville shop and tankwash break area and Joliet shop have undergone upgrades. We are able to keep our fleet up-to-date and efficient. We have the best looking fleet on the road. With a focus on preventive maintenance, customers receive better service than ever with no delays. Highway Transport shops are staffed with highly skilled technicians in the following locations:

Knoxville, TN	Croydon, PA
Chattanooga, TN	Joliet, IL
Florence, KY	LaPorte, TX
- ▶ Highway Transport always does a fantastic job of retaining drivers. Turnover in our driving fleet is currently at 27%, which is remarkably low in the trucking industry.

▶ New HR Director, Jean Anne Dugger has been hosting roundtable conversations. She is helping Highway Transport make sure that each employee has an active voice in the company.

▶ "All of our staff at all locations are doing great. We've got one of the best teams I think we've ever had," says Greg Watkins.

▶ "We're always responding to market pressures, but that's okay because it makes us strive to be more efficient and more effective. We're doing a great job, but we need to continue doing a great job. Our new data warehouse is giving us more timely insights on the 4,000+ loads we haul during each financial period. Kerrie Smith's work on the data warehouse is helping us forecast better and prevent problems rather than just respond to problems. This data warehouse helps us look ahead and focus on what we're doing in the

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Social Media

-  facebook.com/HyttDrivers
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-  pinterest.com/highwaytranspor/
-  instagram.com/hytdrivers
-  youtube.com/HyttDrivers

Blog

- www.Hytt.com/blog

Websites

- Hytt.com
- HyttDrivers.com
- Drive4Highway.com

- Communications -

865-474-8002

communications@hytlogistics.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.

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Steve Fortner *a Conversation with Sandi Fortner*

When our children were tee tiny in the late 80s, Steve took our son and daughter into work. Looking back, Steve really was just a kid himself. In those pictures during his earliest days at Highway, he had dark dark brown hair. Dealing with Steve's retirement has not been easy. We've had 30 wonderful years with Highway Transport. I appreciate that. Being the gracious kind man he is, Steve has worked 30 years to build the company up. There's no easy way to come to an end. Steve just loves his work. Steve is a prince of a man, and we're thankful for everything we've been able to do. Who knows what the Lord may do with this? Steve taught me about compassion and Steve always assures me that God has a plan. Retirement can often be bittersweet. Approaching retirement is the hardest thing I've ever seen Steve walk through, but he is working with consistency and integrity until his last day...just as he was when he walked in the door of Highway 30+ years ago.

We have received many blessings from Steve being able to work for over 30 years. We've got a lot to be thankful for.

Steve earned both Bachelors and Masters degrees from the University of Tennessee. When he finished his CPA, he was a top scorer.

In June 1985, Steve started at Highway, then Meghan was born February 1986. It was such a good opportunity for him. Apart from work, he enjoyed being involved in the *Upward* Basketball program and Sunday School at Calvary Baptist, where he was a deacon for several years.

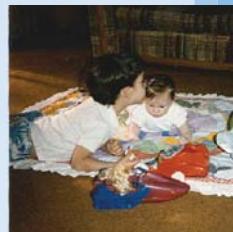
We were married 40 years this past March, so here are a few things I can share about him. Steve is family oriented. He adores our daughter Meghan, and is a big proponent to see women do well. He loves to see women succeed, and through the years encouraged women of Highway Transport to further their education. He is an advocate for working mothers and always tried to be understanding toward working mothers. Away from Highway Transport, one of the charities close to his heart is a program named "Restoration House."

Steve has had nerve deafness in his left ear since the 6th grade. Of course the kids at school teased him for not hearing well. Kids can be cruel. But Steve overcomes everything with kindness and grace.

Steve would come home from work, and I can honestly say he never made an attack on anyone. He once told a young mother in the accounting dept., "You go home and take care of your baby with the flu. I'll take care of everything here. Plus, it will do me good to see if I can do your work again. I did it once a long time ago, so I'll just try to do it again while you're out taking care of your baby."

Steve played football and had a football scholarship in college. He has always loved talking with college kids. Through our church, he worked with a college outreach program entitled "Disciple Now." That is where he met Aaron Matthews. Steve ultimately recruited Aaron to work at Highway Transport. Aaron has now been with Highway Transport for 13 years.

A lot of Steve's mannerisms and influence has passed on to our grandson Jackson. Jackson recently had a cast removed from his fractured foot, and Jackson looked at the doctor, shook the doctor's hand and said, "Thank you so much for your help." Through the years, the people at Highway became like family. Former colleague



Sandi: It seems like yesterday when Steve's hair was dark and our son and daughter were tee tiny. Steve started at Highway in 1985 and Meghan was born the following June.

Ed Shipe is Steve's favorite comedian. Ed Shipe is known for some famous one-liner jokes. The employees of Highway Transport refer to these Ed Shipe jokes as "Shipe-isms." So, Steve loves to draw from a long list of Shipe-isms. Here are a few:

- ▶ "He thought he was a big wheel, but he soon found out squares don't roll."
- ▶ "It is time for me to make like a tree and leaf"
- ▶ When referring to lifelong co-worker and friend Joe Pence "He's a good ole Joe." Nowadays, when Steve takes a liking to anyone he refers to them as "a good ole Joe."

Steve enjoyed working with Mary Zachary and was very upset when she recently passed away. Loved by all, Mary filled the workplace with humor and laughter. Mary also delighted in playing office pranks on Joe Pence.

Steve plans to make his retirement about people. He has no enemies and has forged many meaningful relationships. Steve's relationships span all generations and all types of people; he loves, he appreciates, he encourages people. He wants to give back.

— Sandi Fortner

January 2016: Steve (right) laughing with Ed Shipe.

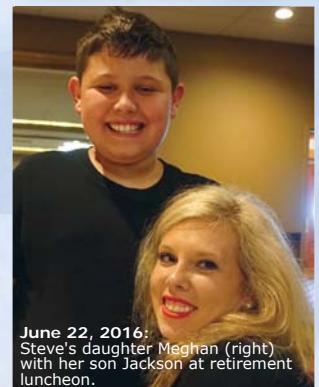


May 2016: Steve and Sandi Fortner with their daughter Meghan and son Nick. Front and center is Jackson, son of Meghan..

left: Scene from Summer 2015...
Ed Shipe (left) Joe Pence (center) and Steve (right). This group gets together for lunch a few times per year for friends and fellowship...usually around football time in Tennessee.



Steve and grandson Jackson



June 22, 2016:
Steve's daughter Meghan (right)
with her son Jackson at retirement
luncheon.



left: photograph of Sandi & Steve Fortner taken at Steve's recent retirement luncheon on June 22, 2016. View more scenes from the celebration at [hytt.com/blog](http://www.hytt.com/blog)



Sales



photo by Beth Eamust, Marketing Communications Manager, BASF

Spring Demonstration 2016 at BASF Dispersions, Resins & Additives, North America, located in Charlotte, NC above left: Joe Tse of BASF above: left to right...Highway Transport Chemical Driver Todd Schrebe, Larry Edwards, Steve Kitts, Joe Tse of BASF, Brian Reid, and Kevin Matterna of BASF. below left: Larry Edwards of Highway Transport demonstrating valves and hardware to BASF employees.



Submitted by Steve Kitts: Our sales team enjoys reaching out to cultivate a closer business relationship with BASF, but let's face it, the folks at BASF are smart and personable. They don't hesitate to climb up into the truck and start exploring. It was a beautiful day but not an easy day; BASF employees ask a lot of tough questions. They demand a lot of in-depth details.



We probably had 50 people come out and see the truck. Employees were curious and kept coming outside. Understandably, it is hard to resist the allure of a shiny chemical tanker. We have the brightest and most high tech equipment on the road. Everyone enjoyed speaking directly with Highway Transport driver/trainer, Todd Schrebe. Kudos to Todd who did an excellent job explaining driver-related aspects of hauling specialty chemicals. Larry Edwards presented valve and hardware details. This demonstration/meeting is a great format. It is an opportunity to meet face-to-face with friends and colleagues at BASF + it improves communication, which helps BASF loads continue running smoothly.



Look for these posters in all terminal locations nationwide.
Do you know a driver who would be an asset to Highway Transport Chemical?

RULES: Refer a driver to Highway Transport Chemical, and when that applicant completes on-the-job training, you receive a \$500 Referral Bonus!

Speak with a terminal manager or recruiting supervisor for more info.

Questions? Contact Bob Godsmark
865-584-8631 ext. 1251
bgodsmark@hytt.com

Michael Stropp



Greg Watkins & Mike Stropp

March 15, 2016 The achievement is so much more important than the watch. Highway Transport COO Greg Watkins presents the 20 year Rolex to professional tanker driver Mike Stropp. Highway Transport celebrates this work anniversary as an act of heroism. Drivers are held in very high regard, and many people gathered to show their respect for Mike. Here's an amazing fact...When asked about his truck, Mike quickly rattles off the entire list of truck numbers he has



above: Mike in 1992 receiving a service award.

been assigned since day one on the job:
▶ 953
▶ 1097
▶ 1168
▶ 1316
▶ 1713
▶ 1911
▶ 2102

Mike also informed the group that he still has his very first tanker certification card.

The Highway Transport family enjoyed getting to know Mike's wife Margie and their 14 year old grandson, Devon who also aspires to be a truck driver. Currently, Devon is expressing an interest in becoming a flatbed driver, but perhaps after today's celebration, he might give some consideration to hauling bulk.

Mike Stropp spoke..."Well I have to say it has been enjoyable being here all this time. I guess you could either blame or thank Barry Hall for me being here this amount of time. He was the terminal manager here in Knoxville 20 years ago. The first six weeks I was here I dropped the keys on the dispatch desk and started to walk away, but then Barry Hall talked to me and changed my mind.

I said " 'Here're your keys, Barry' and I turned to walk off, and while I was walking away, Barry said, 'So before you leave, be sure to tell me what day you'll be back' And so here I still am. So, if you have any complaints or comments, contact Barry."

Discover more in-depth scenes and a video on the hytt.com weblog when you visit <http://www.hytt.com/blog>

continued from front cover...

moment; this is so much better than analyzing a problem 2 weeks after the fact." adds Marshall Franklin, Vice President of Finance.

► **Greg continues:** Looking to the future of our business, it is going to be a tougher environment than before, but we are already laying a foundation and preparing ourselves with software upgrades and cost cutting measures:

- Implementing more ADP payroll features
- Data Warehouse (*We are already getting good information out of this.*)
- Implementing more business intelligence
- Implementing a new CRM (*Customer Relationship Management*) which integrates well with our current use of Microsoft 365, Outlook, and SharePoint

► On the corporate side, Highway Transport is reducing costs. We recently joined a purchasing consortium to give us more pricing power. It helps us reduce our costs. Customers come to us looking for rate reductions, and we often are able to give rate reductions because we are getting better at reducing our own internal costs.

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To: Blake Horton, Operations Supervisor, Florence, KY

Our sales manager, Kari Blomdahl, and I made visits to all 3 plants yesterday and today that you are servicing for us (Perrysburg, Plymouth and West Chicago).

All of the feedback was great! Perrysburg in particular was very vocal about the excellent presentation of the trucks and how organized the drivers and equipment seem to be.

Thanks for the great service, keep it up, and we hope to begin orders to the company's North Kingsville plant soon!

Best regards, Robert Schiesser
VP, National Distribution
Styrene, Phenol, Acetone & 2-EH
Helm U.S. Corporation

Re: Blake, our Florence terminal driver personnel along with Terminal Manager, Chris Jenkins, they are a superb team. They obviously work well together and collectively do their utmost to continuously meet the customers expectations.

Blake for his part does an excellent job. He is an outstanding communicator, he makes sure he keeps everyone in the loop with respect to the disposition of every order/load!

We appreciate the feedback and look forward to expanding our support for you in the Cincinnati and Chicago markets!

Best Regards, Dan Dufner

Willis Haun

February 18, 2016 After 20+ Years, Willis Haun continues to forge ahead as a mechanic in the shop of Highway Transport in Knoxville, Tennessee. When he first started, Willis performed more engine rebuilds, but now an engine rebuild is a rare event. Most of the time, the shop performs repairs. Sometimes, when parts are not readily available, Willis fabricates parts...a rare skill in today's mechanical realm.

The 20th Anniversary Rolex Ceremony officially commemorates 20 years of service. However, Willis Haun's dedication to Highway Transport began when he started in 1991. Willis worked for 5 years, was laid off for 6 months, then re-hired. Due to company policies of that era, Willis' official workplace marking of time started over.

Highway Transport has profited greatly from Willis Haun's expertise, and it is time—actually 5 years overdue—to officially commemorate Willis' 20-Year Work Anniversary with a Rolex watch Ceremony.

Knoxville Terminal Manager Joe Sheldon says, "I've worked with Willis scheduling the equipment he repairs. There's been more than one occasion where Willis has pulled me out of a log jam. I'd run out there to the shop saying 'Willis, PLEASE, can you get this done today. I know it is a 2-day job' and he'd stay over and finish it. Any time I've ever asked him to pull something through at the last minute, he got it done, he accomplished it, and he continues to be a great asset to Highway Transport."

Working as a highly skilled mechanic in Highway Transport's Knoxville shop, Willis Haun continues to make things move. Clearly, it was WAY past time to commemorate Willis' 20-year milestone.

Whether you're talking about 20 Years or a 25th Silver Anniversary the official day was celebrated on February 18, 2016 with a Rolex watch ceremony + a huge crowd that holds Willis in the highest regard.

"I do appreciate Willis—personally—because he has done a lot for me, personally, and I really appreciate him." adds Joe Sheldon.

Highway Transport Chemical President Gary Reagan says, "Willis, You've worked on a lot of equipment, turned a lot of wrenches in those 20 years, I think what I would say is, you've always been there. We've always been able to count on you and we just hope that you'll stay another 20 years with us."

Greg Watkins, COO, is a member of the Watkins family who founded Highway Transport in 1948. Greg says, "Willis, I appreciate it, and from my family, your dedication really means a lot. Your hard work and all the good things that you've done and contributed to this company and will continue to; 20 years is a long time, and we appreciate everything



that you've done for the company and as a token, we give you a Rolex."

Willis says, "I appreciate it, sir. Thank you. This is a great place to work. If it wasn't I wouldn't have hung around another 20 years"

Greg replies "It's a great place because we've got people like you."

"It's the people you work with too," agrees Haun.

Above: Glen Keen, Willis Haun, and Billy Lively have worked side by side for several years at the Knoxville shop.

Greg continues, "We thank you and your whole family. I mean family's important. They got you this far."

"Sorry Willie, no beer and hot wings." jokes Kenneth Dickey, Knoxville Shop Manager.

"That's just fine. Today, we'll enjoy cake and ice cream." replies Willis.



Discover more in-depth scenes and a video on the [hytt.com weblog](http://www.hytt.com/blog) when you visit <http://www.hytt.com/blog>

Conversations with Roy Haynes

April 19, 2016 The retirement celebration for Roy Haynes drew a large crowd. It turned out to be a great confluence of people and conversations... many sideline exchanges with special friends. Everyone who knows Roy understands that he is a lifelong fisherman. The group presented Roy with a plaque and a BassPro gift card. Most conversations revolve around fishing. Roy's long-standing signature catchphrase among everyone at the Knoxville terminal is this:

*When they quit biting?
You change the bait.*

When anyone familiar with the culture of the Knoxville terminal hears the phrase "When they quit biting?" everyone within earshot instinctively knows to complete the phrase with "change the bait." The following is a partial interview with Roy broken up with intermittent friendly conversations....

Tell us about your children?

Two Daughters. One is 34 and the other one is 44. Dianne and I have been married 45 years and we were married a year before we had our first daughter Regina. She is 44. Tiffany is 34.

Grandchildren?

Yeah, I've got 3 grandyounguns and 3 great-grandyounguns They—both of my daughters—live near me in Clinton. Both of my daughters work every day. My wife visited me here today and wanted to stay longer for the celebration, but she had to leave early enough to pick up our grandchildren at school.

Have you and your wife always lived in one place?

No. We used to live on my mom's farm. We sold it, and I bought a house out there in Claxton. We've been out there about 13 years. Best thing I ever did; got it paid for. I wouldn't be able to retire. I can tell a big difference. It's a 2 story house. It's got a full basement and a big upstairs.

Have you always worked the same shift?

I've not always been first shift. I worked 2nd shift for 28 years. I kind of liked 2nd shift. You could get up and go fishing...anything you wanted to do of a morning before you came to work. Yeah I didn't mind 2nd shift. Now, midnights I didn't like; tried that a couple of times. It's not all that bad, but about 3 or 4 o'clock in the morning you can't hold your eyes open, then after you get home and it's daylight, and you can't go to sleep. Yeah. I didn't care to much for it.

During your workday, you build a lot of Roper pumps?

Yeah I put a bunch of em together to put in the truck. Our shop still has a bunch more to do. I ain't got but 8 days to do 'em but somebody'll do em when I leave here. I plan on getting out of here in 8 more days after today.

You used to have a boat. Do you still have a boat?

I used to have boat(s) I just fish off the bank now. The last boat has been sold; that was probably 7 or 8 years ago. I used to fish a whole lot. I'd go sometimes 4 or 5 times a week. I've had 2 or 3 bass boats.

Brian Reid Good Luck!

Roy replies I need it.

Brian Reid Don't catch too many fish.

Roy replies I'll try not.

Brian 8 more days.

Roy replies I was going to retire last year but I figure I'd just stick it out another year or two. I went way over 65. I went down to the social security board to sign up, and they said I'd draw much more at age 66. Then I passed 66! So, I went back down there. Now I'm officially finished with retirement paperwork and signed up. I'm supposed to start getting a check the third week of this month; I like it.

Brian Reid Congratulations. You know, you can still come in to work. We'll let you. We just won't pay you.

Roy replies Ha ha! They told me in the shop 'you can work a couple more months,' and I said 'no I can't either.'



What is your favorite place to fish?

I used to fish on Douglas Lake, Cherokee Lake... really, all of the area lakes. When the redbud trees are blooming--like now--that's when crappie bite their best...right against the bank. I've caught a lot of crappie out of Douglas Lake. I really don't like Rock Bass. I used to catch a lot of those by mistake when I went to Mossy Creek on Cherokee Lake. Me and my wife went up there one night. We stayed all night and we caught 19 of those suckers. They were about 20 lbs apiece. The rules allow you a limit of "2". As fast as you could throw out your line you'd catch a Rock Bass. They must've come through in a school.

Jerry Scearce shakes Roy's hand saying: When they quit bitin'? Change bait.
Roy replies: Alright I'm going to. Take it easy.

Mercury or Evinrude?

I had Evinrude. Actually, I've had both types of engines on my bass boats. I had my bass boat with a Mercury and I've also had an Evinrude. And actually the Mercury that was on the Bass Tracker ran really well, especially in real shallow water; it done a real good job.

Do you have any favorite Highway Transport drivers?

Nah. I treat 'em all about the same. We—in the shop—never did favoritism too much; you know, we always just try to treat everyone equally and do a good job.

Glen Keen walks by, and Roy comments: Glen here in the shop is like me; he has been here a long time too. Over the years, we just try to treat everyone fairly.

Greg Watkins approaches. Roy says to Greg: You used to come over here with Buz. You were a little ole bitty thing way back yonder.

Greg Watkins: You going to finally get some line on that reel?

Roy replies: Yeah. I've got some in the garage, and I'm ready to reel it on there.

Greg Watkins: Where do you go fishing at?

Roy replies: Melton Hill, Douglas, Cherokee, Watts Bar

Greg Watkins: You ever go fishing up at Norris?

Roy replies: I don't go up there as much as I used to.

Greg Watkins: I've heard about some people catching some bass up there lately.

Roy replies: I don't bass fish much. I catch bass every now and then with my crappie fishing pole.

Carol Guinn: Roy I want to congratulate you on all your years here. It's been nice seeing you around, and I'm going to miss you.

Roy replies: I just hope I don't have so much free time that I wish I was back. I'm 66 and I've been told by the Social Security office that I can work all I want to.

Greg Watkins: Well who would want to be out fishing when you could be here in the shop?

Glen held up his hands to Greg saying Look, how am I supposed to get rid of all of this? Everyone tells me this grease will gradually disappear out from underneath all of these fingernails, but I don't know; it's embedded pretty well. I've turned a lot of nuts and bolts over the years.

Roy to the group: Greg used to come in here with Buz and his grand-daddy.

Greg Watkins: That was a long time ago.

Roy holds up his BassPro gift card and says to the group: I'm going to use this first thing.

Greg Watkins: Mr. Roy, don't be a stranger. You come back and see us.

Roy replies: I'll pop in every now and then.

PERSONNEL

LaPorte Driver James Partridge welcomed a new baby girl on June 2, 2016
 Hazel Grace Partridge
 Weight 6 lbs 8 ounces
 19.5 inches



Detention & Settlement Specialist
 Donna Kinsey welcomed her first grandchild April 8, 2016. Meryl Miranda Kinsey was born in San Diego, CA
 8 lbs. 13 oz.
 19 inches.



Marshall Franklin, Vice President of Finance and his wife Ashley are already parents to triplet daughters. Their son, John Marshall was born June 2, 2016 at 8:39 am
 5 pounds and 9 ounces
 18.5 inches



Rate Specialist Joe Pence with his newborn granddaughter.



Avery Michele Elliott



Accounting Manager Logan Laug & wife Emily celebrating the birth of their son, Louis Laug July 4, 2016 11:27 pm
 6.5 lbs
 19 inches



Sr. Programmer Kerrie Smith & wife Pam welcomed a new granddaughter on March 30, 2016 Henslie Leighton Harp 5 lbs 15 oz



Florence driver **Rosendo DeLaRose**'s mother passed away in January.

Florence driver **John Hill**'s sister passed away in January.

January 21, 2016 Chattanooga driver Russell Hamilton's father passed away. Services were held the following weekend.

January 13, 2016 Chattanooga BASF dedicated driver **Don Edwards**' mother passed away. She had been battling Alzheimer's for the past 4 years.

February 15, 2016 Chattanooga BASF dedicated driver **Vernon Howard**'s mother passed away.

February 18, 2016 Chattanooga driver **Joseph Ryan**'s mother Sarah Louise Ryan passed away. Funeral was held on Wednesday February 24th. Arrangements by Weatherford Funeral Home in Oak Ridge TN.

Knoxville driver **James Stone**'s mother passed away in March.

March 22, 2016 Chattanooga system driver **Kevin Zylo** passed away. Fellow driver Thomas Joe Jones started a page for donations to assist Kevin's family www.gofundme.com.

April 7, 2016 Denis Propin's stepdad, Glenn Wayne Johnson, passed away in Palm Coast, FL.

May 14, 2016 McDonough Driver **Martin Brown**'s wife passed away after battling pancreatic cancer.

Joliet driver **Rosario Pickens**' son passed away.

LaPorte system driver **Arthur LeRoy**'s mother passed away in June.

June 16, 2016 **Bill Reagan**'s brother Donald, age 66 of Knoxville, TN, passed away. In lieu of flowers, donations may be made to Smoky Mountain Historical Society, PO box 5078, Sevierville, TN 37864-5078. More info www.berryllynhurst.com

January 25, 2016



It is with great loss and sadness to inform you of the passing of Kim Adams. Kim was a mechanic in the Knoxville shop for over 16 years. Kim's services were held Friday, January 29 at Atchley Funeral Home in Seymour, TN.

Coworkers fondly called him by his nickname "Bread" which was shortened from "Corn-bread." Kim was a member of Scottish Rite and the Masonic Lodge in Kodak, TN. His grandchildren were the love and light of his life. Kim is survived by his wife of 38 years, Shirley; son, Christopher; two daughters, April and Kirsten. More info: www.atchleyfuneralhome.com.



January 27, 2016 Mary Zachary passed away after battling lung cancer. Such a fun-loving lady, she worked at Highway Transport from 1974 until 2010. A diligent employee and hard worker, Mary held various roles through the years. Prior to retirement, Mary was in charge of all things related to driver detention...no easy feat.

Throughout her personal life and career, Mary faced adversity and overcame many challenges, even grief at the loss of one of her sons who died in a motorcycle accident. She was un-flappable in the workplace and handled everything with a positive spirit, a big smile and an uplifting laugh.

The center of her world was day-to-day life near her son, Randy. Her greatest workplace delight was playing practical jokes and pranks on co-worker Joe Pence. Their back-and-forth cameraderie spanned decades. After retiring in 2010, Mary thrived and took on a lay leadership role in her church + a larger role in United Methodist Women. After being

below right: Mary picking out a new shirt during the company rebranding launch in 2008 **above left:** Mary and Joe Pence in 2007 **above right:** Mary in 2007 visiting the Knoxville terminal location at Amherst Road. **above center:** Mary visiting Aaron Matthews in August 2015.

single for many years, Mary found love again and married Sonny Culver in 2012. She enjoyed her new husband, their new life together, and their new home.

Mary never forgot Highway Transport and made regular visits to touch base with a large circle of workplace friends. She enjoyed lunches and staying closely connected to her immediate group of co-workers which includes: Linda Nelson, Beverly Henderson, Laurie Porterfield, Sherrie Hitson, Ed Shipe, Steve Fortner, and Aaron Matthews. In lieu of flowers, donations may be made to Mary's church, where she attended since childhood:

Oakwood UMC
334 East Burwell Avenue
Knoxville, Tennessee 37917



EQUIPMENT, FRIENDS & GOOD TIMES



Joliet—February 9, 2016 Pictures of starting the move to the new shop.
above: John Troughton on far left, Mike Jones running fork lift and Doug Bishop on right.
photos by Pete Ballard.



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Joining the purchasing consortium helps us get lower prices on things we use such as:

- tires
- travel & meetings
- mobile phone service
- uniforms
- computers & monitors



January 26, 2016: Croydon General Service Employees receiving Safety Awards. photo by Andy Schultz



Here is a photo I took of the Highway Transport Mack at my work
—Steven Ragsdale (Instagram: @newhollandsteve)

Mark Your Calendar:
American Trucking Associations
new official 2016 National Truck Driver
Appreciation Week logo.



National Truck Driver
Appreciation Week is held annually during
the month of September. This year,
NTDAW is scheduled for

September 11-17

To: Neil Evans, Yesterday we looked at a 1900 series tractor that had just been turned in and the driver assigned a new truck. The 1900's series tractor he got out of was spotless inside - just like the day it was brand new. Most of the 1900 series units have been on the road going on 2 years. I think we should recognize his efforts for taking such good care of the truck. -Larry Edwards

Re: Larry, 1920 Randy Mcleod...also Mike Blochowski left 2033 immaculate as well.

I'm not sure who the appropriate contact is for DOGM/carrier Highway Transport, but I have some feedback I am hoping you can pass along.

They took over my Pearland to Houston lane several months back and are doing a fantastic job. We see a lot of rush orders and have also had issues with the shipping site not being responsive with load times/paperwork needs (ZOS business are well aware and working on). Anyway, Mike Collins at Highway is always quick to respond and is going above and beyond to meet the customer's needs.

Thanks!
Megan
DOW OIL, GAS, & MINING
The Dow Chemical Company
Midland, Michigan



Knoxville: submitted by Kenneth Dickey—These will be the last Roper pumps that he [Roy Haynes] will most likely ever lay his hands on for rebuilding and painting.



via Instagram by @pure_blanco_duramax (Devon Mitchell)
May 10th: sunrise picture!



via Instagram by @pure_blanco_duramax (Devon Mitchell)
Sunrise at work the other day! Early Bird gets the worm.
#highwaytransport #hytt #amherst #knoxville #tennessee
#godscreation

Paul Vogado

January 19, 2016 From drivers to tank wash to shop personnel, the large room at the Knoxville terminal was filled with people who appreciate Paul Vogado and hate to see him retire. Paul Vogado, linehaul supervisor at the Knoxville terminal, was presented with a plaque honoring his 36 years of service. Paul's wife Denise was glad to be there to celebrate with the group. Denise, formerly an 8th grade school teacher, has been retired for 8 years. Denise says, "Paul will miss the drivers very much. Paul talks fondly about everyone, but especially the drivers, here at Highway Transport."

Neil Evans presented Paul with a plaque, a book, and a gift card to Gander Mountain. Paul is an avid reader. His coworkers at the terminal signed the hardcover book, which is entitled *Old West*.

Denise explains that for 36 years, her husband Paul worked a schedule of 7 days on and 7 days off. That schedule worked well for their young family because it allowed Paul to be able to keep the kids, take them on their field trips. It also enabled the couple to have quality visits to check on Denise's mom, who lived to be 99 years old. Working 6:00 pm to 6:00 am, very few people ever saw Paul. He worked that schedule for 27 years. Both children are now Presbyterian ministers... daughter Lindy in Little Rock, Arkansas and son Christopher in Concord, North Carolina.

Now that both Denise and Paul are retired, they can spend more time visiting their children and hearing their sermons. The couple also looks forward to having more time to tour around our immediate area here in East Tennessee + the entire state. Paul enjoys history and reading and is content to be at home and more involved in church. Denise says, "It will be nice for Paul to not have to worry so much about weather and the commute to and from work, but he will always worry about the drivers and how they are doing during times of bad weather."

To kick off the celebration, Neil Evans spoke to the group saying, "Paul has had a job here that a lot of us take for granted. He has been here from 6:00 pm to 6:00 am, and he is kind of the 'tip of the spear' meaning Linehaul gets all of the problems; they are the one-call contact for everything, and Paul has done an excellent job, in fact, he and Don Anders both have. It has been tough to replace Paul, but Paul's commitment to Highway really shows. The way Paul has trained his replacement, Brian Vinson, Paul has done an excellent job on that. You know, it'd be easy just to cruise the last 6 to 8 weeks of your career, but Gary Reagan said to Paul, "All those years, you're dealing with the exceptions, the problems, and you always got 'em taken care of for us. And you've always taken care of our customers, actually both: our drivers and our custom-

wife Denise & Paul Vogado



left to right: Paul Vogado, Neil Evans, Gary Reagan



left: Paul Vogado with plaque right: Neil Evans presents Paul with a hardcover book



ers. I just want you to know how much we appreciate that, and I hope you enjoy your retirement."

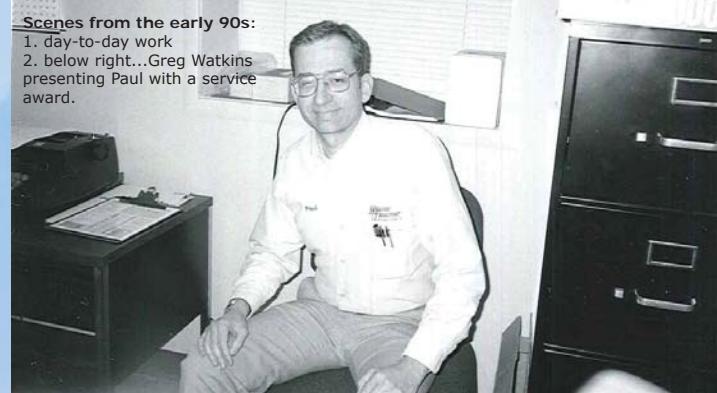
Paul Vogado replied, "Thank you, I had a lot of good support over the years, people who were involved in a lot of things like tank wash, getting a piece of equipment out, the shop getting the feasible equipment out, the driver coming out at 3:00 in the morning...so, it was absolutely a team effort. I mean, you know, sometimes looking at details of a shipment [on a computer monitor] doesn't tell the whole story of what was involved. I had a lot of help and support to get the job done."

Gary responds, "You know, we do appreciate the fact that you've spent the time training Brian Vinson, but it is still going to be tough to replace you. Paul has done an outstanding job training Brian and really just an outstanding job his whole career."



Discover more in-depth scenes and a video on the [hytt.com weblog](http://www.hytt.com/blog) when you visit <http://www.hytt.com/blog>

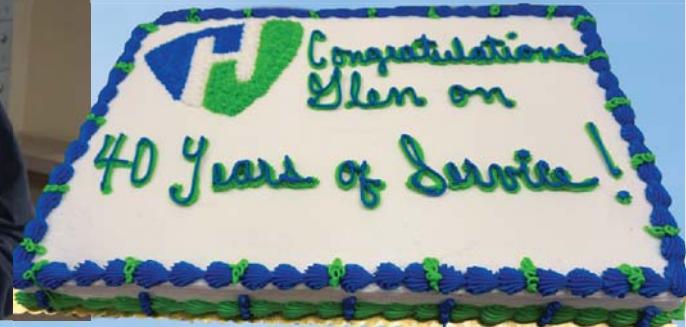
Scenes from the early 90s:
1. day-to-day work
2. below right...Greg Watkins presenting Paul with a service award.



above: Greg and Paul in 2016
right: Paul and Greg in 1992



Glen Keen



January 26, 2016 The 40 year celebration for Glen Keen was not a send-off...no way! Glen continues his work as a mechanic at the Knoxville shop, and he keeps Highway Transport rolling.

Gary Reagan says, "We've always been able to count on you, and we continue to count on you."

A large crowd surrounded Glen at Knoxville's Amherst location to shake his hand. Glen was glad to have his two sons there to share the occasion. Jeremy is 22 years old, and Justin is 25. Jeremy is on crutches recovering from a broken leg due to a 4-wheeler mishap. Both young men are very proud of their dad, and both inherited Glen's mechanical abilities. They repair the 4-wheelers they ride on their acreage behind the home where the family has lived for 27 years.

Glen adds, "I was only 20 years old when I started working here. I lived with my mom and dad. My wife and I are celebrating our 32-year anniversary at the end of this month. It was wintertime, so we went to Gatlinburg for a weekend and got married."

Greg Watkins and Glen took a moment to pose for the photo above. Greg said, "It means so much to my family that you've stayed with us for 40 years. We've been extremely blessed to have you here to keep things running. I just want to express my gratitude."

left: Greg Watkins
right: Glen Keen

Larry Edwards adds, "There's not been a challenge you haven't met. Glen, you have seen us through all types of scenarios in the shop."

Glen thanked the crowd, "I've had a lot of help through the years, a lot of good co-workers."



above: left to right—Glen with his two sons Justin and Jeremy.
above right: Glen (left) with Shop Manager Kenneth Dickey. Glen's gift, a new laptop and carrying case presented by Gary Reagan, President, Highway Transport Chemical.

Discover more in-depth scenes and a video on the [hytt.com weblog](http://www.hytt.com/blog) when you visit <http://www.hytt.com/blog>



To: Jerry Szmuc,
You guys are doing a great job for us, especially
with all the shifting of ship dates and cancellations.
I wanted to let you know that I appreciate your
flexibility with these matters.
Thanks.

Richard Lawrence
Load Planner – Penske Logistics

April 8, 2016

On April 7th, Denis Propin's stepfather passed away in Palm Coast, Florida. Denis got the news while he was at the Highway Transport Chemical terminal in Joliet, Illinois.

Joliet Safety Training Supervisor Eric Ely drove Denis to Chicago Midway Int'l Airport on Friday, April 8th. Can you imagine trying to navigate Chicago traffic on a Friday? When a loved one has passed away and you are needing to be there quickly? I just want to give a special shout out to Eric for personally stepping up and helping Denis get on a flight to Daytona where Denis' mom and stepdad live.

Dan Dufner

Personnel

Christina (Christie) Nolan joined the Maintenance Department on May 23rd as Maintenance Services Administrator. She is entering maintenance invoices from outside vendors into TMT for recordkeeping and vendor payment. Updating PM's and HM inspections in TMT. Handling on the road tire breakdowns. Scanning invoices and inspections into TMT. Entering new equipment and employees in TMT. Providing support as needed for all of the Maintenance Departments' daily responsibilities.

She brings a wide variety of experience including transportation and office management.

—Larry Edwards

I am pleased to announce the promotion of Deidre Lorenzano-Bavonese to Operations Supervisor at our Croydon Terminal. Please join me in sending congratulations, and best wishes in her new role with the company!

—Andy Schultz



Garland Dedicated Terminal Manager Mark Suarez and Valerie were married on April 29, 2016



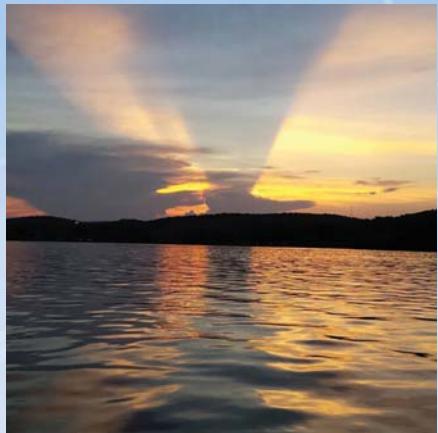
Croydon, PA: A beautiful truck cake for the sendoff celebration for Kristin Oshansky. We wish her all the best in her new role as DOT Compliance Specialist at Airgas.



Kenneth Dickey: Knoxville Shop Manager Kenneth Dickey keeps us updated about his granddaughter Sade (*pictured left and below*) She graduated middle school. Her dancing career continues + she has received scholarships.



Chattanooga: Submitted by Tony Thomas January 27, 2016, former Operations Manager/Dedicated BASF. Tony says "This was taken next to our house on Dayton Mountain."



Chattanooga: Nickajack Lake image submitted via Instagram by Stefon Davis @stefondavis

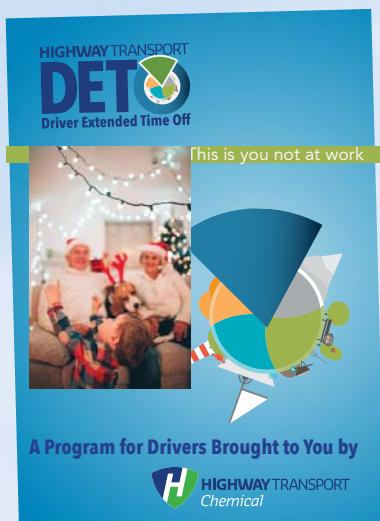


Kerrie Smith: Having a great year with livestock being born. This is a scene from January 14th around midnight...another little girl. View more scenes from Kerrie's farm life on Highway Transport's Instagram @hyttdrivers.

Knoxville: Shipe-ism cupcake toppers from Steve Fortner's retirement party.



DETO = Driver Extended Time Off



Be on the lookout for DETO posters and brochures at your terminal. Questions? Speak with a terminal manager.

- Program currently applies to Highway Transport Chemical Regional and System Drivers.
- The DETO program will be offered from November 1 through January 31 with the exact weeks and numbers of drivers off at one time to be determined by the Director of Operations, the Terminal Manager, and the Director of Line Haul Operations. Scheduled time off under the DETO program will be based upon driver seniority at each location.

Highway Transport Logistics and Highway Transport Chemical value and respect the quality of work continually demonstrated on a day-to-day basis. We constantly strive to find ways to improve your daily work life. It is our hope that this new program will bring more choices to each of you every day and ask for input from those of you who enroll in this program as to how to make a significant and positive impact even better in the future.

- The extended time off period will be a minimum of two weeks and a maximum of four weeks.
- Drivers will not receive any pay, other than holiday pay, during the scheduled DETO period chosen by the employee.
- For drivers enrolled in the G3P program, drivers will be taken off the guarantee during their scheduled time off and reinstated in the program when they return from their DETO. If a holiday should fall during the scheduled time off period, drivers will receive holiday pay.
- Vacation pay...if a driver has earned vacation and wants to "receive pay in lieu of vacation time per the company vacation policy", driver must request pay either before or after the scheduled "DETO period.
- Drivers' seniority status, vacation, assigned equipment, bid schedule, etc. will continue in place and unaffected while the driver is taking time off. That is to say that upon return from DETO, seniority, assigned equipment, bid schedule, etc. returns to the same status as before he/she left.
- Drivers benefit costs...for group health, life insurance, vision insurance, dental insurance, and disability insurance; the driver will be responsible for paying their portion of their benefit cost during the incurred DETO schedule. Highway Transport will continue to pay the company portion of the drivers benefit costs.
- Regional drivers...beginning November 1 of each year, the Director of Operations and the Terminal Manager will determine the exact weeks of the DETO period and the number of regional drivers to be off at each location or terminal. Seniority will apply.
- System drivers...beginning November 1 of each year, the Director of Linehaul Operations will determine the exact weeks and number of drivers that can be off during the DETO period. Seniority will apply.
- Highway Transport Chemical may alter or eliminate the Driver Extended Time Off program at its discretion.

Do you have some great ideas or stories for the next newsletter? Or is there something you aren't crazy about? We are always open to change and making this newsletter all for you. Send your stories, birth announcements, marriage announcements to: communications@hyttlogistics.com or contact your driver manager or terminal manager.

Bob Godsmark

May 12, 2016 You wouldn't know by looking at these images that Bob Godsmark had brain surgery a short time ago. On the eve of his 20th anniversary with Highway Transport, Bob had a blackout spell in—of all places—the office of the Vice President of Safety & Quality. Bob ceased speaking for a moment then slumped over in his chair, CPR was administered, an ambulance arrived and took Bob to the hospital, a tumor was discovered, an operation took place, then Bob began the months-long recovery process.

Everyone is thrilled that Bob is back to work. He plays a vital role in the recruitment of drivers, and he was greatly missed. Vice President of Administration Steve Fortner now refers to Bob as "our miracle man." Bob's explanation is this, "God puts us in the right place, with the right people, at the right time."

"I enjoy being back here. Trust me, after the last 3 or 4 months, I'm glad I could come back and contribute. But I really want to thank you Greg and your family for this opportunity. You guys give this watch as an award for service. But I look at it as an opportunity to work with your company. With Greg and Gary and Scott, this opportunity certainly is appreciated. The greatest thing I've gotten out of this 20 years is the business and personal relationships. I've enjoyed working with everyone in this room. I've been in trucking for 48 years, and honestly, this is the best company and the best group of people that I've ever been associated with. I appreciate it, and I couldn't have done anything without all of you. The terminal managers have been great. And I want to say a special thank you to my wife Rita for the encouragement she's given me through the years. She's talked me off a few ledges and that kind of thing so...we do appreciate this special recognition—as a family. Thank you very much."

Gary Reagan says, "Bob, I see you brought some cake eaters with you today."

Everyone was glad that Bob's grandchildren could join the festivities. The Highway Transport bunch enjoyed getting to spend some happy fun time Bob's wife Rita.

Gary Reagan continues, "I just can't say enough about how you've helped us over these last 20 years in recruiting qualified, high-caliber drivers to the company. Your attitude toward recovery and rehab and all of that was remarkable. I also want to say Rita, I appreciate all of your support from the home front."

Bob started in January of 1996 as a driver recruiter. After a couple of years, he transitioned into being a driver manager, then the opportunity opened up for Bob to become the Recruiting Manager. In this role, Bob has been a key figure in the development of new terminal locations...traveling and cultivating drivers for Croydon, Geismar, McDonough, and Garland. Typically, the first person a potential driver speaks with is Bob Godsmark. Bob not only matches manpower to workload, he treats potential drivers with great respect. Bob has always been able to recruit

the best drivers because he takes a collaborative approach. He treats chemical tanker drivers as colleagues and stewards them through every phase...from travel to Knoxville to making sure they have hotels and transportation. A friend to all, Bob is personable and approachable. It is no surprise that drivers feel at ease with Bob at the helm to guide them through the new hire processes of Highway Transport Chemical.



3 of Bob and Rita's thirteen grandchildren. Bob and Rita have three daughters Kim, Cindy and Tina.



Bob Godsmark and Greg Watkins

Kelly Worsham



above: Kelly Worsham and his wife Dianna

February 11, 2016 The longstanding perception of Highway Transport continues to be one of family and tradition. However, the company has always been very agile, very quick to adapt to business trends. "We not only have the best looking equipment on the road, we have the best drivers," says Greg Watkins, "and we reward drivers for their commitment."

Kelly and Greg have enjoyed conversations and back-and-forth friendly jabs through the years. At one point, Kelly made it known to Greg that he prefers tractors to be equipped with a chrome bumper.

Everyone laughed when Greg said, "I like to mess with Kelly a little bit so on the way to work this morning I thought 'Let's see if we can get a chrome bumper so I can come to Kelly's watch ceremony and say something like 'Kelly I know you'd like the Rolex but I know what you'd like better, so here's a chrome bumper.'"

Greg presented the gift boxed Rolex to Kelly who replied, "Is that a match box car?"

But things took on a more serious tone when Greg handed Kelly Worsham the box saying, "I want to congratulate you and thank you for all the time and hard work that you put in at Highway and you have been a great employee. I wish we had more like you. Anyway,

this watch doesn't mean near as much as the dedication and the loyalty and patience that you and your family have given Highway Transport."

Gary Reagan says, "Kelly I'd like to congratulate you too. 20 years is a long time to be with a company. But thinking about all the loads that you've handled, you're one of those drivers that we've been able to count on over the years to pick up and be on time and we just really appreciate it. I also want to recognize your wife. If she wasn't behind you, then where would we all be? Dianna, we appreciate what you've done too. We thank you, and congratulations."

Kelly Worsham says to the group, "A lot of people look out for me around here. But over the years Rick Lusby [former Knoxville terminal manager and current Director of Tank Wash & Environmental] has been a good friend and I appreciate the advice he has given me, and he's the one I'd really hate to miss thanking. Having Rick nearby for work advice over the years has been a big help, but also I just really appreciate his friendship."

Dianna and Kelly recently moved from the city of Oak Ridge, Tennessee to a new home in the country on almost 3 acres.

Kelly says, "No more city."

Dianna agrees, "Our neighbors have cows that we enjoy seeing on the property that adjoins ours. We're glad we decided to be out in the country."

Kelly turns to Dianna saying, "I didn't hitch my wagon to your star for no reason."



left: Kelly Worsham right: Greg Watkins

Reference...
To hitch your wagon to someone uses the phrase from Ralph Waldo Emerson's line "hitch your wagon to a star" which means "aim high, shoot for the stars."

Discover more in-depth scenes and a video on the [hytt.com](http://www.hytt.com) weblog when you visit <http://www.hytt.com/blog>

Welcome Jean Anne Dugger to Highway Transport Logistics as the new Director of Human Resources. Jean Anne has been in the Human Resources field for 18 years and is a graduate of the University of Tennessee. Jean Anne will be visiting terminal locations over the next few months as she gets to know Highway Transport.



Welcome to new Croydon terminal manager Mike Dailey.

SAFETY AWARDS

It is a moment of great pride for all employees when we can acknowledge a group of drivers who represent a successful record of safety. Drivers are attracted to Highway Transport Chemical because of the stable business environment and our emphasis on safety. We frequently recognize and reward drivers who have long term accident-free records. These drivers represent the superior level of expertise required for tank driving.

Questions? krock@hyttlogistics.com



Paul Sandlin, regional driver for Garland
First year safety award



Phil Shelley, Knoxville spotter, received 1st and 2nd awards
(belt buckle and letterman jacket)



Todd Schrebe, Knoxville regional driver, received 1st and 2nd year
awards (belt buckle and letterman jacket)
Todd is also a driver trainer.



Left: Doug Scales (Joliet) was presented with his 5 year ring by
right: Eric Ely, Safety Training Supervisor



Michael Blochowski, system driver out of Wyandotte, received his
5 year ring.



Ricky Hacker, system contractor out of Knoxville, received his
5 year ring.



Greg Huff, Garland regional driver, 3rd year watch



Michael Monroe, Garland regional driver, 2nd year safety
award



Left: 1st year safety award
Francisco Rodriguez, Croydon regional driver.
Right: Andy Schultz, Director of Operations-EAST

Birthdays

January	March	Carl Randall McLeod	Timothy P Sheahan	Omar F Oshman	John D Gilliland
Anthony D Alexander	Scott B Ahrens	John J Mizin	Richard M Stiehl	David E Parr	Christopher D Goodnight
Margaret R Bates	Douglas L Bishop	Tyler A Mulligan	Mark Alan Stucky	Rosario Pickens	Andrew Martin Green
Daniel T Behrendt	Stephen R Bochard	Pengcheng Niu	Michael Stumps	Billy Ray Pickett Jr.	Dale Hart Hudson
Billie Joe Bishop	Martin R Brown	Christy Y Paul	Lydell Summerville	Robert Joseph Randalls	Barry A Hall
Bobby R Booth	Kelvin A Chavez	Brian B Reid	Kenneth C Tyler	James D Robich	Todd Byron Helms
Matthew S Bruer	Cody J Clarke	Jose R Reyna	Mitchel E Ward	Carlos Rodriguez	Ernest O Holloway
Sandra S Burnette	Kenneth Wayne Dickey	Tony Ray Riggins	David L Williams	Kenneth P Sampson	Joel Hubbard Jr.
William Michael Collins	Wendy Lynn Drummer	Jose Antonio Rivera	Jeffrey B Womble	Andrew J Schultz	Michael Edward Hunt
Bethany A Cooper	Donald R Franks	Hank W Sweatman		Brenda G Skoda	Michael D Martin
Brian K Crockett	James Robert Gibbs	James J Syverson Jr		Sauel B Square	Daniel A McClain
Mark A Dickens	Arnulfo Gonzalez	Richard D Tuders		Gerald F Sullivan	Mark R McNabb
Moussa Djabri	Priscilla A Green	Doug W Vineyard		Richard Paul Tallent Jr.	Mark R Meads
Ronald J Dunlap	Kevin D Hibdon	Anthony T Wilson		Scott Anthony Tugman	Rudy Melendez
Larry Neil Evans	Angel Kinsler			Mathew Alan Vanderburgh	David P Meyers
Morad Farah	Billy R Lewis				Jerry Lee Noland
Michael J Fletcher	Billy R Lively				Juan Andres Sanchez Ortiz
Bruce Allen Frost	Jesse R McCulloch				Jerry A Powell
Eric G Frost	Katrina J Never				Jose G Quijada
Stanley B Goodwin	Jerry Daniel Nicely				Thomas Rannala
Robert M Harden	Michael Gregory Oneil				Kevin Shawn Ray
John R Hill	Harold Randolph				Theophilus A Sample Jr.
Steven L Hittinger	Bill Reagan				Jerry D Scearce
David S Horris	Joseph A Stewart				Todd Michael Schrebe
Howard R Immenhort	Philip Larry Shelley				Eric R Scott
Christopher T Jenkins	Rhonda L Simpson				Gregory L Sorah
Alvin J Johnson Jr	Lonnie M Surgener				Robert I Starrett
Andrew J Johnson Sr	Myron D Washington				Samuel D Stewart
Glen E Keen	David A Weidner				Hunter C Stokely
Derrick R Lane	Michael D Wynne				Travis W Stoker
Michael O Lewis					Jerry Roman Szmucl
Stephen M Lusk					Larry T Tinch
Gary Dale McClanahan					Dessalines Weaver Sr.
Scott M McQuade					Clarence L Woods
Michael S Mitchell					Delando Terrell Woody
Norman J Noel					
Denis A Propin					
Dexter D Ratliff					
Rosendo Rodriguez					
Francisco Jose Rodriguez Jr.					
James T Smith					
Kevin R Steenken					
Melton D Tennelle					
Kelly A Worsham					
February	April	May	June	July	August
Edward George Adair	Allen J Adams	Allen J Adams	Ricky A Albaugh	Michael J Blochowski	Michael J Bigler
Douglas M Atchley	Darrell L Artis	Darrell L Artis	Antonio Arsuaga III	Daniel S Bradley	David M Breedlove
Jackie Wayne Coates	Timothy L Brock	Timothy L Brock	Fred Baker Jr.	Walter Steven Burger	Bret A Briner
Steven Jason Cranfield	Patrick G Burnett	Patrick G Burnett	Julio C Bascones	Marcus Bernard	Charles A Brooks
John De La Fe	David C Campbell	David C Campbell	Henry A Brown Jr.	Burleson	Danny E Bruner
Matthew Alexander Teto Desbrow	David L Coleman	David L Coleman	Jason Ra'shaun Coward	Louis E Palmer	Danny E Bruner
Alan Diaz	Antonio P Cruz	Antonio P Cruz	Dennis A Dailey	Merly Pleasants	Kenneth D Coffey
Larry W Duncan	Joseph Stefon Davis	Joseph Stefon Davis	Floyd Elzie	Edmund F Pollitt	Helen A Colon
Michael L Figgins	Sheree M Hamlin	Sheree M Hamlin	Marshall A Franklin	Frank Lee Rawls	Maureen E Dennis-Wilbert
Timothy W. G. Gipson	William F Hodge	William F Hodge	Walter Gamble	David A Rudan	German J Esteva
Beverly Henderson	Stanislau Ilyin	Stanislau Ilyin	Reynaldo Gonzalez	Reynaldo Gonzalez	David C Foux
Derico J Holmes	Andrew James Johnson	Andrew James Johnson	Zulton J Henderson	Jonathan Blake Horton	Jodie B Graves
Lydia Halda-Alijia	Michael S. Jones	Michael S. Jones	Vernon R Howard	Vernon R Howard	James A Brooks
Willis G Haun	David M McLeod	David M McLeod	Robert E Johnson	Robert E Johnson	Danny E Bruner
Randall C Holland	Christopher L Miller	Christopher L Miller	Thomas Joe Jones	Thomas Joe Jones	Danny E Bruner
Sheridan L Johnson	James E Nicley	James E Nicley	Joraine L McDaniel	Joraine L McDaniel	Danny E Bruner
Robert L Mapp	David B Owens	David B Owens	Michael Devon Mitchell	Michael Devon Mitchell	Danny E Bruner
Henry James Miller	Richard G Paden	Richard G Paden	Deonte A Muller	Deonte A Muller	Danny E Bruner
Howard Keith Mims	Dennis W Pheifer	Dennis W Pheifer	Michael J Orlicek	Michael J Orlicek	Danny E Bruner
Matthew J Piccirilli	Matthew H Powell III	Shaleece Latwann Pillow	Louis E Palmer	Louis E Palmer	Danny E Bruner
Theodore Scott Nussbaum	Dennis Gerard Resetar	Dennis Gerard Resetar	Merly Pleasants	Merly Pleasants	Danny E Bruner
Richard Chad Parker	Asllan Rrapaj	Asllan Rrapaj	Edmund F Pollitt	Edmund F Pollitt	Danny E Bruner
Sean M Quaderer	Jackie L Sledge	Jackie L Sledge	Frank Lee Rawls	Frank Lee Rawls	Danny E Bruner
Edward M Regan Sr.	Michael A Stropp	Michael A Stropp	David A Rudan	David A Rudan	Danny E Bruner
Daisy Rosales	Dwayne Toney	Dwayne Toney	Kenneth R Salmon	Kenneth R Salmon	Danny E Bruner
Joseph R Ryan	Ronald W Welch	Ronald W Welch	Paul M Sandlin	Paul M Sandlin	Danny E Bruner
Jerry L Simpson	Jerry D Young	Jerry D Young	Vernon B Staten	Vernon B Staten	Danny E Bruner
September	October	November	December		
James A Smith					
James Earl Stone					
Edward V Terry					
Brian E Vinson					
Lori Lynn Whiteman					
Cole Ryan Winter					

Send changes or corrections:
communications@hyttlogistics.com

Company Store HyttStore.com

NEW: Through the years, there have been requests from employees and customers asking for a way to directly purchase Highway Transport merchandise, such as t-shirts, hats, etc... Now, this is possible! A small company store has been launched containing a few items featuring the Highway Transport logo. See something you like? Place an online order. This is a mobile friendly site visible on smart phones. All items are warehoused and shipped from Coggins Promotional in Savannah, GA.

visit the online store: HyttStore.com

Is there an item you'd like to see available in the new company store? Submit your idea to: communications@hyttlogistics.com



Sales & Operations Meeting

June 4, 2016 These smiling scenes from a combined meeting of Sales and Operations in Nashville, TN reflect a new approach to meetings in a new central location. A very special word of thanks to Elizabeth Dick for her oversight and management of all aspects of this gathering, from travel & food to logistics & cost controls. A positive/productive event + thanks to Elizabeth, everything went smoothly.



photo by Gary Reagan
left: Chip Watkins
right: Rick Lusby



left to right: Mark Suarez, Brenda Skoda, Mark Daugherty, Sean Quarderer
back: Greg Watkins



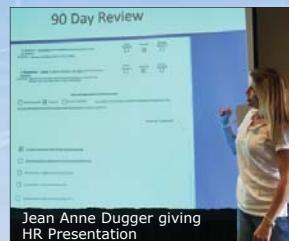
photo by Gary Reagan
left: Jean Anne Dugger
right: Wendy Drummer



left: Barry Hall
right: Stanley Champagne



left to right: Gary Reagan, Barry Hall, Jean Anne Dugger, Joe Sheldon



Jean Anne Dugger giving HR Presentation



Larry Edwards giving Maintenance Presentation

SERVICE ANNIVERSARIES

41 Years Glen Keen	14 Years Kenneth Dickey Jerry Noland Kathy Rock Philip Teto	7 Years Ronald James Brady Matt Bruer Robert Crist Tim Farmer Dennis Hanson Amanda Hawkins Greg Huff Andrew Johnson Kenneth Mahlman Robert Mallett Robert Mapp Michael Mitchell John Paschal David Rудан Michael Stumps Lori Lynn Whiteman	4 Years Julio Bascones Charles Brooks Eddie Brown Ronald Byrd Vernon Crow Charles Hill Steve Hittinger Gary Dale McClanahan Juan Ortiz Omar Oshman Richard Paden Louis Palmer James Partridge Merly Pleasants Michelle Rayfield Eric Scott Gerald Sullivan	Arnulfo Gonzalez Michael Hall Amy Hansen Edward Heard John Hill William Hodge David Horeis Jonathan Blake Horton Jon Huggins Doug Isbill Napoleon Keller Omjasina Kentu Michael Krescanko Edwin LaFour Michael Lewis James Liverance Stephen Lusk Tony Marshall Jeremi Matczak Linda Nelson Trina Never David Parr Matt Piccirilli Harold Randolph Asllan Rrapaj Joseph Ryan Kenneth Sampson Paul Sandlin Timothy Sheahan Hank Sweatman Larry Tinch John Troughton Myron Washington Ronald Welch Kenneth Woods	Christopher Miller James Miller Juan Mireles-Aguirre Devon Mitchell Zachary Monday Mewelde Moore Tyler Mulligan Donald Nicley Pengcheng Niu Michael Orlick Russell Lawrence Osley Matthew Parker Michael Peachey Rosario Pickens Edmund Pollitt Frank Rawls Jose Reyna James Robich Francisco Rodriguez Daisy Rosales Felix Salande William Shaughnessy Rhonda Simpson Randy Keith Smith Vernon Staten Joseph Stewart Travis Stoker James Earl Stone Daniel Talerico Mathew Vanderburgh Peter Vickery Steve Vidal-Varela Nehemiah Waters Anthony Wilson Cole Ryan Winter Clarence Woods Jerry Young
33 Years Larry Edwards					
31 Years Steve Fortner	13 Years Larry Duncan Reynaldo Gonzalez Joel Hubbard Darryl Hunter Kevin Liggett Aaron Matthews Jerry Nicely Dennis Resetar Wilhelm Salewski Brian Vinson				
30 Years Billy Bishop Barry Hall Joe Pence					
27 Years Howard Immenhort James A McCue III Andy Schultz Gary Reagan		12 Years Antonio Arsuaga III Bruce Frost Robert Randalls Dexter Ratliff Walt Satterfield Kenneth Tyler Kelly Ray Wyatt	6 Years Edward Adair Pete Ballard Bob Begliutti Ronnie Bridges Richard Collins Peter Cordell Daniel Davis Dan Dufner Ronald Dunlap Donald Edwards Don Elder Todd Helms Kevin Hibdon Vernon Howard Michael Hunt Donna Kinsey Jesse Kirk Victor McCullum Mark McNabb Michael Monroe Michael Overton David Owens Charles Parkhurst Billy Ray Pickett Gerald Pope Ed Regan Josh Regnier Tony Riggins Rosendo Rodriguez Todd Schrebe Philip Shelley Jackie Sledge Mark Suarez Richard Paul Tallent Jonathon Yob	3 Years Lawrence Acosta Scott Ahrens Fred Baker Ashley Beasley Peter Cordell Daniel Davis Dan Dufner Ronald Dunlap Donald Edwards Don Elder Todd Helms Kevin Hibdon Vernon Howard Michael Hunt Donna Kinsey Jesse Kirk Victor McCullum Mark McNabb Michael Monroe Michael Overton David Owens Charles Parkhurst Billy Ray Pickett Gerald Pope Ed Regan Josh Regnier Tony Riggins Rosendo Rodriguez Todd Schrebe Philip Shelley Jackie Sledge Mark Suarez Richard Paul Tallent Jonathon Yob	1 Year Ricky Albaugh Darrell Artis Doug Bishop Marcus Bernard Burleson Louis Castillo Harris Chapman Willie James Cluse Junius Collins David Colin Cooper Brian Crockett Jose Cruz Gutierrez Derrick Davis John De La Fe Matthew Desbrow Alan Diaz Moussa Djabri Wendy Drummer Darla Lea Ferguson Michael Fletcher David Foux Kipp Friess Christopher Goodnight George Patrick Graham Jodie Graves Andrew Martin Green Lydia Halda-Alija Zulton Henderson Phil Hise Randall Holland Dale Hart Hudson Alvin Johnson Robert Johnson Michael Jones Marla Kegresse Angel Kinsler Logan Laug Lance Lee Arthur LeRoy Bobby Martindale Randy McLeod Scott McQuade Mark Meads David Meyers
26 Years Stefon Davis					
24 Years Lonnie Surgener Leonard Steele Billy Lively Doug Vineyard					
23 Years Beverly Henderson Bill Reagan		11 Years Tim Brock Mark Dickens Wyatt Dockery Paul Garbett Shaleece Pillow Gary Richards Kevin Steenken Jerry Szmuc			
22 Years James Byrd Scott Ennen Ernest Holloway Christy Paul					
21 Years Kenny Barnett Dale Ducote		10 Years Eric Doyle Jacob Edwards Kenneth Ghea Daryl McClinton Howard Keith Mims			
20 Years Don Anders Bob Godsmark Willis Haun Don Kite Rick Lusby Michael Stropp Lydell Summerville Kelly Worsham					
19 Years Eric Frost Dennis Williams					
18 Years Steven Jason Cranfield Michael Liggett James Nicley Duane Regnier Jerry Scearce Jackie Taylor		9 Years Michael Collins Elizabeth Dick Donald Franks Jason Longenecker Scott Nussbaum Jerry Powell Brian Reid Brenda Skoda James Smith David Williams			
17 Years Neil Evans Chris Jenkins Joe Sheldon					
16 Years Mitchel Ward		8 Years Michael Blochowski Martin Brown David Coleman Bethany Cooper Floyd Elzie Morad Farah Robert Harden Jim Kinney Ralph McFarland David McLeod Billy Morgan Matt Powell Kenneth Salmon Theophilus Sample Doug Scales Gregory Sorah Sam Stewart Edwin Tice			
15 Years Billy Crawley Thomas Freeland Walt Gamble Carol Guinn Steve Kitts David Weidner					
		5 Years Justin Black Stephen Bochart Ronald Booker David Breedlove Sandra Burnette Maureen Dennis-Wilbert Alex Eiler Marshall Franklin Steve Graven Sheree Hamlin James Hegland Andre Jones James Kyle Scott MacDonald Jesse McCulloch Harry James Miller John Mizin Norman Noel Richard Chad Parker Brent Ear Pavey Sean Quaderer Jose Antonio Rivera Melton Trenelle Jeff Womble			

Correction:
Apologies to Ernest Holloway. His name did not appear on the list of Service Anniversaries in the last issue of the newsletter. Ernest has been with Highway Transport Chemical for 22 Years!

Service:
Congratulations to everyone on this list! The work you do at Highway Transport is greatly appreciated.

Carefully read this listing, and say congratulations to your colleagues. Also, be sure to look for your own name. Let us know of any changes or corrections to your name.

e-mail:
communications@hyttlogistics.com

phone:
 865-474-8002

HEALTH & INSURANCE: My.QuestForHealth.com

Biometric Screening

It's getting to be that time of year again! You will start seeing emails regarding Biometric Screening and Annual Enrollment. It is very important the steps are followed when registering, if the information is entered incorrectly a message will appear stating registration is restricted. Once logged in the system will show a list of available locations as well as the on-site screenings in your area. You MUST complete ALL testing & forms prior to September 26, 2016 for the 2017 credit and incentive to apply.

Where do I start?

Schedule your screening by registering online at My.QuestForHealth.com

or

by calling

Quest Diagnostics® Health & Wellness Service Center
1-855-623-9355

Registration begins 06/28/16 until 09/26/16* for Quest Diagnostics Patient Service Centers (PSC).



Questions?

Sheree Hamlin, PHR

Human Resources

Highway Transport Logistics, Inc.

6420 Baum Dr.

Knoxville, TN 37919

Phone: (865) 584-8631, ext. 1405

Toll Free: 1-800-444-9814, ext. 1405

Direct Line: (865) 474-8005

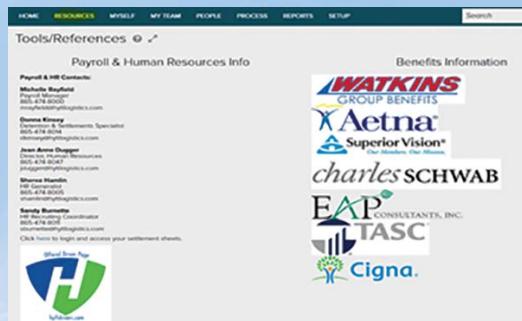
Fax: (865) 584-4968

WorkforceNow™ Web Link <https://workforcenow.adp.com>



IMPORTANT: New HR Modules available when you use ADP®

ADP is the go to place for your Payroll and Human Resource needs. We are continuing to work to utilize this software so that our employees can quickly make changes to their account. At this time, employees can update personal information such as tax withholding elections, address, phone number, beneficiaries, emergency contacts, and direct deposit.



Payroll & HR Contacts:

- Michelle Reford: Payroll Manager, 865-474-8005, michelle.reford@highwaylogistics.com
- Debra L. Danner: Benefits & Retirement Specialist, 865-474-8005, debra.danner@highwaylogistics.com
- Jeanne Dugger: Payroll & HR Specialist, 865-474-8005, jean.dugger@highwaylogistics.com
- Sheree Hamlin: HR Generalist, 865-474-8005, sheree.hamlin@highwaylogistics.com
- Sandy Rummel: Payroll & HR Administrator, 865-474-8005, sandy.rummel@highwaylogistics.com

Click here to begin and access your settlement sheets.

Benefits Information:

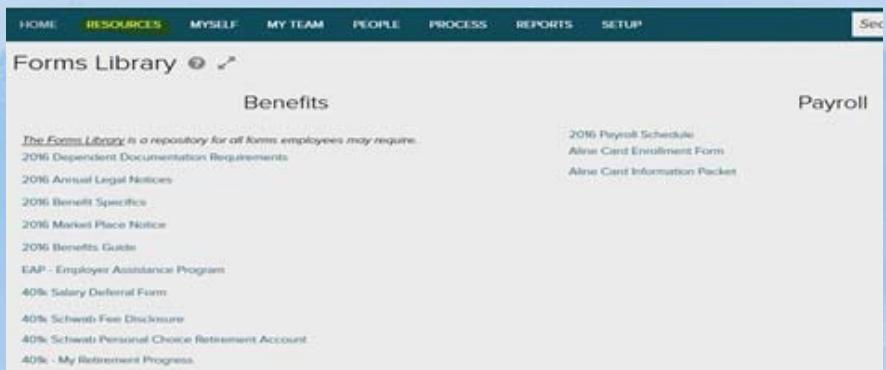
- WATKINS GROUP BENEFITS
- Aetna Superior Vision
- charles SCHWAB
- EAP CONSULTANTS, INC.
- TASC
- Cigna



Company Policies:

To read and acknowledge a policy, click the policy name.

POLICY NAME	VERSION	REQUIRED	ACKNOWLEDGED	ACKNOWLEDGE DATE	VIEWED
Drug & Alcohol Abuse...	2009	Yes	●	02/26/2016	●
Unlawful Harassment ...	2012	Yes	●	03/02/2016	●
Vacation Policy	2016	Yes	●	02/26/2016	●



Forms Library

Benefits

The Forms Library is a repository for all forms employees may require.

- 2016 Dependent Documentation Requirements
- 2016 Annual Legal Notices
- 2016 Benefit Specific
- 2016 Market Place Notice
- 2016 Benefits Guide
- EAP - Employee Assistance Program
- 401k Salary Deferral Form
- 401k Schwab Fee Disclosure
- 401k Schwab Personal Choice Retirement Account
- 401k - My Retirement Progress

Payroll

2016 Payroll Schedule
Aline Card Enrollment Form
Aline Card Information Packet

Our newest feature in ADP is adding forms in the Forms Library. You can find this under Resources>Company Information>Forms Library. Currently, we have benefit and payroll information available for download. We will continue to utilize this area and add more forms and information that is useful for our employees.

In addition to the Forms Library, we also have a section called Tools/References. You can find this under Resources>Company Information>Tools/References. This section of ADP gives you a list of Payroll/HR contacts and links to the carriers for benefits.

In order to keep employees aware of certain Highway Transport policies, we are utilizing the Company Policies section of ADP, Resources>Company Policies. Here you can find our Drug & Alcohol Abuse Policy, Unlawful Harassment Policy, and the Vacation Policy. We are requesting that all employees take a look at these policies and acknowledge that you have read them. If you have any questions about the policies or how to acknowledge them, please reach out to a member of Payroll or HR.



HIGHWAY TRANSPORT

Getting answers is as easy as

1

2

3



1-844-HTL-4You

1-844-485-4968

This toll-free number is an important part of the Open Door Policy at your company. It provides you with a number to call and give your comments, suggestions, opinions, and ideas.

Speak Up!



These **Speak Up!** cards are for employees to write their thoughts, opinions, ideas. No postage is necessary. Simply fill out the form, fold, seal, and mail.



Whether you decide to call the Employee Hotline or fill out a **Speak Up!** card, it is important for you to know that you always have a direct communication channel to the top tier leadership of the company.

You always have the option to reach out to the HR Director at any time.

Jean Anne Dugger
HR Director
865-474-8047

Visit
hytt.com/speakup



HIGHWAY TRANSPORT

Highway Transport Logistics, Inc.
6420 Baum Drive
Knoxville, TN 37919



@HyttDrivers

Tim Burchett (@tim_burchett) May 27
Picking up an American flag for proper disposal. Thanks @tn_helmsley for not throwing it in the trash. @hyttdrivers



left: Todd Helms
right: Knox County Mayor
Tim Burchett

One of our top tweets occurred on Friday before #MemorialDayWeekend when Knox County Mayor #TimBurchett and his staff stopped by Highway Transport Logistics, Inc. to pick up the American Flag for proper disposal.

Todd Helms, HTL Server/Network Administrator, handed over the used flag and paused for a fun photo with the #Mayor who posted: Thanks Todd Helms @tn_helmsley for not throwing it in the trash.

Which HT company locations have flag poles?

- HTL in Knoxville, TN
- HTC in Knoxville, TN
- HTC in Croydon, PA
- HTC in LaPorte, TX



On #Friday July 1st Employees in #Knoxville paid tribute to #PatSummitt by wearing orange and posting a picture on Instagram using the hashtags #PatSummitt and #TurntheWorldOrange and #WeBackPat



#HTFreshFriday #GreenBeans
#HTBaum #Trucking #GregWatkins
#HighwayTransport #HTSummer
#Drive4Highway.com #Hytt.com
#HyttDrivers.com #VegetableSwap



Instagram

Photo Contests:

@hyttdrivers

RULE #1

Never use your phone or mobile device while operating any type of vehicle.

Highway Transport Chemical drivers and employees understand that Social Media—during personal time when not behind the wheel—is a great platform for sharing scenes from everyday life.

Highway Transport uses social networks for good, whether it is to showcase beautiful images or share positive messages with the world.

Highway Transport's Instagram zone is growing! Employees + the general public are encouraged to do the following:

1. Join Instagram by visiting www.Instagram.com then signing up to be an Instagram user.
2. search for and follow [hyttdrivers](#)
3. Post your images on Instagram, and in the text field, use the hashtag symbol # with text beside it such as...

#HTSummer

Now thru September 6, 2016
vacation, beach, poolside pictures

#HTFreshFriday

Now thru October 7, 2016
garden and vegetable pictures

#HTAutumn

October 1 - November 30, 2016
fall foliage, Thanksgiving pictures