Letter from the President

I have always wondered why many, or most, people wait to offer a eulogy for someone that has played an intricate and positive role in their life, profession, or community. I certainly understand the concept and the reasoning why, but I feel your words and feelings should be said to that individual while they are still alive. In my case, it is Mr. Walter Poole.

Even though he has been a father and mentor to me, he has always been my boss at Evergreen, which remains to this day. I have had many people ask me why I refer to him as Mr. Poole rather than Walter, and the reason why in the simplest of terms is out of respect and admiration. He deserves nothing less. With confidence, I would say that everyone that knows him would agree 100%.

Mr. Poole is a man that has created three successful transportation companies in one lifetime. Building one successful business in a lifetime is an accomplishment, but creating three demonstrates the ambition, drive, determination, and work ethic Mr. Poole inherits. Moreover, the majority of the employees that began with him in his first business Poole Truck Line are still with him today. I think this one fact speaks volumes of Mr. Poole’s character and the respect that his colleagues have toward him.

I remember the first business meeting that Mr. Poole and I had with one our largest customers, BFI. The BFI loading station was causing a significant amount of damage to our trailers with their front-end loader, so Mr. Poole had me take pictures of all the damaged units. The purpose of the photos, which were about 50-60, was to bring them to our meeting to show the BFI executives the trailer damage BFI had inflicted. Mr. Poole and I met with BFI in their large conference room with about 6 of their executives attending. When we walked into the room, Mr. Poole took all the photographs and literally slung them across the table before a word was said.

This meeting being my first, and with Mr. Poole, I was already nervous. When Mr. Poole executed his arm strength by throwing the pictures across the table, I almost passed out! The V.P. with BFI looked at Mr. Poole very sternly and asked him what he could do for him without looking at a single picture. Mr. Poole requested that they all view the pictures, and then we would start a dialogue. After they had seen the pictures, the V.P. stated he could certainly understand why he was so upset. After discussing the issues, Mr. Poole told him that the damage would cease today. Otherwise, BFI had 30 days to partner with another carrier because we would be pulling all of our equipment out.

After Mr. Poole’s statement about Evergreen ceasing service, BFI stated the damage would cease immediately and agreed to incur any payment for damages created by BFI moving forward.

The reason for telling the BFI story was after such an intense meeting the V.P. made a statement to Mr. Poole at the end of the meeting that has always stuck in my mind. He quoted “Mr. Poole, you are an honorable man.” I am sure everyone understands the meaning of the word honorable, but the dictionary defines the word honor as honest, integrity, high respect, esteem, privilege, and adherence to what is right. Those seven words spoken many years ago by the V.P. of BFI have held true throughout his professional career.

Now Mr. Poole approaches his 92nd birthday in September, his career has ended, and he has reached the pinnacle of his life. During his incredible life, there are too many accolades to mention, but to me, his most significant accomplishment is being an “Honorable Man.”
Tindall held their annual celebration for the PCI (Precast Concrete Institute) Foundation fundraiser. Evergreen LLC was a platinum sponsor of this event and was invited to their BBQ celebration and given a tour of the plant. Tindall raised more than the goal they set which helps with educating the next generation of prospective designers and constructors about the benefits of the use of precast. By educating future specifiers of precast products, the PCIF touches everyone who works in our industry.

Pictured left to right, back row: Ronnie Kent and Michael Cook; front row is Melissa Wright and Ann Brooks

We wish you a Merry Christmas And a Happy New Year
Calera Terminal News with Manager Rick Mangrum

We would like to say thanks to David Wildberger for allowing Evergreen Transport, LLC the opportunity to celebrate Driver’s Appreciation Week. Chris Davenport won the grand prize of a 32 inch TV. All of the drivers walked away with a prize and a smile on their face.

Our lime is steady. The shippers are telling us they have several things coming up after the first of the year, and are in the process of reconstructing the kilns to handle the lime demands. Our Rock Haul (End Dumps) has increased due to lime demands and having to add drivers to meet the shippers requested for daily tonnage. Our dedicated local lime transfers have increased due to loading of rail cars to meet lime demands in Louisiana and Florida. We will continue to strive for new business, and continue to keep providing excellent service to our existing customers.

Mobile Terminal News with Manager Ann Brooks

I wish to welcome and congratulate Robert Dixon on his new position as Dispatcher and wish him much success. Robert has been with our company since 2011 as a driver and mentor and has always done us an excellent job. We also want to welcome Doug Baggett as our new Night Shift Shop Foreman.

The Mobile Terminal has had a very busy year since spring and looks to continue throughout the remainder of this year. There has been a shortage of fly-ash in the southeast area which has created more opportunity for us.

Also we have embarked on the container business and our Assistant Terminal Manager and Dispatcher Martin Holley-Smith is handling this along with three yard personal. Many thanks to our drivers and staff for a job well done.

Leeds Terminal News with Manager Mark Lambert

Things have definitely picked up in Leeds and Demopolis. Outside of a few bad weather days we have been running all we can handle and then some. We are still in need of drivers in Leeds and Demopolis, but they have been steadily coming in. THANK YOU Elaine!!!!

Our business out of Demopolis with MMC seems to be picking up, so hopefully with the warm weather it will reach its full potential. J.R. has been working with them and CEMEX to work out any remaining kinks. Kyle is doing a great with dispatch. I am expecting this summer to be extremely busy! Charles in the shop continues to do a great job keeping our equipment on the road.

Midlothian Terminal News with Brittany Simpson

Wow is all I can say for this increase in work! We are bursting at the seams, we have more work than we have drivers, and we are pushing hard to seat our open trucks.

Our carriers are begging for more trucks, and we really want to get these filled as soon as possible. We are seeing a lot more spread work out of our cement carriers, and our guys particularly enjoy spread work. The increase in hours worked by drivers to help get every load covered has been great.

We have a great group of drivers here in Midlothian, willing to go above and beyond to make sure we are able to accommodate our customers, and I couldn’t be more thankful for these guys!

Our drivers are very happy with the implementation of e-logs and seem to be adjusting well. They have a lot of questions, but the book and video we received has been able to answer them all!

Fuel at the Terminal Locations should be first priority.
Then all Road Fuel Purchases are at Pilot and Flying J Truck Stops only.
The Department of Labor’s Occupational Safety and Health Administration releases a preliminary list of the 10 most frequently cited safety and health violations for the fiscal year, compiled from nearly 32,000 inspections of workplaces by federal OSHA staff.

More than 4,500 workers are killed on the job every year, and approximately 3 million are injured, despite the fact that by law, employers are responsible for providing safe and healthful workplaces for their workers. If all employers simply corrected the top 10 hazards, we are confident the number of deaths, amputations and hospitalizations would drastically decline.

Consider this list a starting point for workplace safety:

1. Fall protection
2. Hazard communication
3. Scaffolds
4. Respiratory protection
5. Lockout/tagout
6. Powered industrial trucks
7. Ladders
8. Machine guarding
9. Electrical wiring
10. Electrical, general requirements

It’s no coincidence - falls are among the leading causes of worker deaths, particularly in construction and transportation. We know how to protect workers from falls. We also see far too many workers killed or gruesomely injured when machinery starts up suddenly while being repaired, or hands and fingers are exposed to moving parts. Lockout/tagout and machine guarding violations are often the culprit here. Installing guards to keep hands, feet and other appendages away from moving machinery prevents amputations and worse.

The high number of fatalities associated with forklifts, and high number of violations for powered industrial truck safety, tell us that many workers are not being properly trained to safely drive these kinds of potentially hazardous equipment.

OSHA regulations cover a wide range of hazards, all of which imperil worker health and safety. And we urge employers to go beyond the minimal requirements to create a culture of safety at work, which has been shown to reduce costs, raise productivity and improve morale.

To help you, the DOL has released new resources and recommendations for creating a safety and health program at your workplace.
Welcoming our New Southeast Sales Rep Michael Cook

Evergreen Transport, LLC. is pleased to announce Michael Cook as our Southeast Sales Representative, said President David Wildberger.

As our sales representative, Michael’s duties will be establishing, developing, and maintaining our current customer base. This will include all new customers that are acquired through Michael.

Michael will be assessing the customers specific needs, rate quotations, promoting and selling our services, while cultivating relationships with prospective new customers. Needless to say, he will be traveling extensively to achieve these duties.

Michael began his work career in the window treatment and manufacturing industry. In 1984, Michael’s father returned to his hometown of Evergreen to fulfill his life’s dream of owning a company alongside his two sons.

Michael worked as Vice President of the Connie Manufacturing Company through December 2015. In January 2016, Michael began a new career in sales at Knud Neilsen Company located in Evergreen.

Michael has been married to his wonderful wife Sharon Cook for 30 years! They have been blessed with 2 wonderful children Susan Ann, a graduate of Auburn University, (War Eagle) and is married to Mr. Clark Roper. They currently reside in Birmingham, AL. Their son Michael Jr., graduated from the University of Alabama (Roll Tide), and is currently employed by Bank of Evergreen.

“Please make every effort to welcome Michael to the Evergreen family, and I look forward to him establishing many new customer partners and relationships for Evergreen,” said Mr. Wildberger.

On the Road at Tindall

Chuck Talbot and Gil Davison went to the Continental Tire Proving Grounds in Uvalde, Texas.

This was a great learning experience on what is affecting the CSA scores with rim and axle specification, and rating in relationship to required air pressure in tires.

They also got to see how in turn the truck affects wear on tires along with other components involved in the trucks turning radius.

They went through a tire scrap class, curbing of drive tires and steer tires, the making of a tire, how alignment effects tire wear and handling of truck.

“What a great experience, and we got to hear and share what 25 other carriers were dealing with, learning how the severity of tires and the points affect the CSA scores for the company and the driver,” they said.

A Visit to Continental Tire

Tracy Kelton at Tindall
Driver Appreciation 2017

Charles Rhinehart, TV Winner
To our Driver Appreciation Sponsors:
We Say Thanks For Your Support!

- Bridgestone
- FleetPride
- Comdata
- Pilot Travel Centers
- Davison Fuels & Oil
- Columbus Tire Co.
- International
- Waring Oil Company, LLC
- PeopleNet
- UniFirst
- Continental
Ron Scott

Ron Scott is a rock driver for the Calera, Alabama Terminal. Ron has been married 28 years to Elizabeth, and they have 4 children, Jason, Elizabeth Ann, Keith and Whitney. Ron has been with Evergreen for 15 years, and lives in Clanton, Alabama. Ron’s wife has worked with Walmart for 14 years. They have 9 grandchildren. Ron is a great asset to Evergreen Transport, LLC.

David Crow

David came to work with Evergreen Transportation in 2007, and stayed on when the company changed over to Transport. In his spare time he likes to fish. “David is a huge asset to the Leeds terminal. He is one of my most reliable drivers. It doesn’t matter if he has an appointment at 2am or 2pm, we can count on him to be there on time,” said Terminal Manager Mark Lambert.

Debra Robertson, National Cement Company Customer Service Manager said, “I’d just like to express my appreciation for David. He is requested by our Ragland people to move product because he knows what to do and just does it.”

“He’s ready to help at the moment’s notice. A while back we had a load that never got to its destination and the customer was in dire need. He had already paid his guys overtime for a wasted day and his product had to go out early Monday morning. I called Mark and he called David who agreed to go meet our loader at our plant at Ragland, load and have the cement there early the next morning,” she added. “He’s fantastic on early morning (2a-3a) pours. His promptness deters my after hour calls and I really appreciate it.”

Dusty Odom

Dusty Odom works as a mechanic at the Evergreen Cooperate office, Dusty has been with Evergreen since April 2010. Dusty is married to Heather. They have been together for 18 wonderful years and married for the last 8 years. Dusty and Heather have 3 children Kayden 7 years old, Karson is 4 years old and Kayson is 2 years old. Dusty, thank you for sharing your family with Evergreen Transport.

Adding to the Family

Welcome this beautiful addition to the Hardin Family. Kim Hardin is a “MIMI.” Addison Rosalie Hardin was born September 26 at 11:35 am. She was 6 pounds 15oz and 19½ long.
Meet Some of the Evergreen Professionals

My writing career started with sitting at the Boys & Girls Club in Roanoke Rapids which is the city I was born at. My mother and stepfather were in a Martial Arts class along with my little brother and other friends. One of those random nights, I just decided to grab a notebook and a pencil. I then began writing what is now known to everyone these days as Freebird.

Freebird is my first novella written, it runs at around 54 pages long. Freebird is about a unit in Iraq on a mission that will forever change that world. The unit’s handle was “Freebird” and the main character is Charlie Packe who goes through a time of bonding with my unit members, fighting for their lives and trying to survive Iraq. I won’t go too far into depth on the story to keep spoilers out of it but the book creates tears at the end.

Having being just a kid when I wrote the story for Freebird and not knowing much about actual military facts, I went off of things I knew from movies, video games, stories and things I would pick up from other books. Freebird was started when I was around 12 years old and finally finished when I turned 16. It was later published September 19th, 2013 through CreateSpace which my mom had discovered through a friend she had met who also self-published her book through the same process.

The night that I finished Freebird is the same night that I had started The Demon Hunter which is my just new published book of 2017. The Demon Hunter is the start of a trilogy titled “His Warriors” which will span out in 3 books. His Warriors is a trilogy that follows a group of people that are dedicated to staying on earth to fight back against Satan and his armies rather than ascend to Heaven. His Warriors is based off of Revelations from the bible but is not referred to as “Christian Writing” because it focuses more onto the action and actual story telling of the humans behind the events.

Just like Freebird, The Demon Hunter is published through CreateSpace. It can be purchased online only through Amazon, CreateSpace, Books-A-Million and even Barnes & Noble online stores. The Demon Hunter comes in paperback format for only $7.99 and Kindle version for $2.99. The Demon Hunter sits on local shelves of libraries like Montevallo Public Library where I lived most of my life in Alabama, Jemison High School which is the school I attended and even Roanoke Rapids Public Library where I was born.

My third book is now finished being written and is looking to be published in 2018. The title is Freebird 2: American Battlefield. I also currently have the sequel to The Demon Hunter in the works and a standalone drama titled “After the Ashes” Details about these books and more can be found online on my Facebook page, Instagram and other sites coming soon!

Small shout outs to:

Brendilyn Concord for drawing Abigail from The Demon Hunter that tons of people have grown fond of her drawing and the character herself is a fan favorite.

Maria Group for painting the teaser cover picture(s) for After the Ashes.

Canva.com for the Graphic Design program used to make promotion photos and flyers.

Also others go to my mother for always being there for me in my writing career.

Preston Wallace, Jessep King, Kevin King, Pamela King, Jesus Guizar and finally Lion Graphica for being an awesome help during promotion times.

Lane Pettis gives kudos to International Trucks.

I was really impressed again with one of Our Evergreen International trucks.

I deadheaded from Mobile, AL to West Jefferson, AL and loaded a pneumatic load of fly ash which I delivered to Milton, FL for American Concrete. I then deadheaded back to Mobile. The total round-trip was 612.8 miles. I used 10.75 driving hours in a 2015 International 10 speed that already had over 200k miles on it.

My average trip fuel mileage was 7.7 mpg @ an average 57 mph according to PeopleNet electronic log system.

My actual speedometer reflected 614 miles. My actual fill it to the rim gallons used was 87 gallons . 614+87=7.0575

Note: (Approximate time of unload-ing@ raised rpm) as actual avg. per miles verses computer figures variables.

None the less- This was the most OUTSTANDING PERFORMANCE from my 22+ years of experience as a driver. Good choice of equipment for the buck (Boss) - & WTG INTERNA-TIONAL NAVISTAR!
Requests for Family and Medical Leave

When you need time off for Family and Medical Leave, please remember that we need as much notice as possible so that we can determine if you are eligible and make plans to have your position covered while you are out. Please read the Family and Medical Leave Policy in your employee handbook.

Note that the policy states:

- Employees should give at least 30 days’ advance notice of the need to take family/medical leave when the need for such leave is foreseeable. In all other circumstances, employees must give notice of the need for family/medical leave as soon as practicable. Evergreen Transport requires employees to give written notice of the need for FMLA leave. Failure to provide 30 days’ written notice of the need for leave (or as soon as practicable if need for leave is not foreseeable) may result in disciplinary action. Failure to provide oral notice of the need for family/medical leave may result in the delay of leave for a 30-day period. Oral notice will not excuse an employee from providing written notice of the need for leave.

Open Enrollment Deadlines

Open enrollment is a period of time when you can sign up for health insurance more easily and with fewer restrictions than at other times of the year. If you already have health insurance, you can make changes to your plan or drop your coverage during open enrollment. If you don’t sign up during this time, you probably won’t be allowed to sign up for coverage until the next open enrollment period. However, certain circumstances can make you eligible for a special enrollment period outside of open enrollment. Please take some time before open enrollment to review your plans and see if you will need to make any changes.

Check to see if your dependents-spouse, partner, and children are covered or need to be deleted from your plan. Also check your elected beneficiaries to reflect most recent life changes.

See the schedule below that list times you can meet with someone to discuss your benefits.

Terminal Schedule for Open Enrollment

<table>
<thead>
<tr>
<th>MOBILE</th>
<th>CALERA</th>
<th>LEEDS</th>
<th>EVERGREEN</th>
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<tbody>
<tr>
<td>Nov 28th</td>
<td>Nov 29th &amp; Dec 1st</td>
<td>Nov 30th</td>
<td>Dec 4th</td>
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<td>- ½ Day</td>
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Welcome Aboard

APRIL
BRANDON MCGHAR
DELONTAE RABY
PATRICK JOHNSON

MAY
SELENE GANDY
CLAUDE SCHRADER
CLARENCE BOYER
DALE NICKSON
DESMOND ANDRY

JUNE
ROBERT OLDS JR
KELVIN BENISON
GERALD JONES
MARK HOLMES
LARSON WALLER
JERMAINE TATE

JULY
ANTHONY BOOKER
ROBERT CALDWELL
DANIEL BAHM
LAQUENTIN COLEMAN
CLARY WASHINGTON
MARQUEZ GHOSTON
MICHAEL INABINETT
CASEY OLIVER
MICHAEL LOGGINS

AUGUST
TONY VASQUEZ
STANLEY TINSLEY
MICHAEL BOLTON
JERRY DAVIS
MILES WESTON
JAMES BAGGETT
JASON BENEVENGO
TIMMIE ATKINS

SEPTEMBER
DERRICK JOHNSON
STEPHEN PAULEY
SHOME LEWIS

Happy Thanksgiving
Evergreen Readies for ELD and E-logs

ELD and E-logs will be in effect December 18, 2017.

For the past 10 months Evergreen has implemented the ELD and E-log process. In July we had the terminal dispatchers come in to Evergreen and go through a daily training session with PeopleNet. Ronnie Kent, V.P. of Operations and Melissa Wright, Safety Director, and Gil Davison, were also in attendance.

“Melissa and I have been working with drivers over the past 10 months to bring up to speed on how the E-log process will work. Melissa and I would say that 98% of our drivers are ready and getting better every day,” said Gil Davison. “What we see as common issues with ELD and E-logs are as follows:”

1. Drivers not going off duty before logging out of the system; drivers need to go to line 1 of the log which is off duty or if in sleeper berth it is line 2.
2. Drivers staying on duty during their breaks is very common; drivers need to go to off duty, line 1, for the 30 min break.
3. Drivers let the truck do the work; the truck will go in to drive mode on its own and on duty not driving on its own. Drivers will just need to make sure they are logged in before shift, take breaks as mentioned previously, and go to the proper line after the 14 hours.
4. Drivers not logging in and will be charged for miles moved and hours run daily.

Evergreen Birthdays

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<th>OCTOBER</th>
<th>NOVEMBER</th>
<th>DECEMBER</th>
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<td>MELVIN ETHEREDGE</td>
<td>HANK MORRIS</td>
<td>WILLIE MAY</td>
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<td>JOE WASHINGTON</td>
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<td>KARLA WARD</td>
<td>CHRISTOPHER MITCHELL</td>
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<tr>
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<td>TERENCE BRAXTON</td>
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### Evergreen Birthdays (cont.)

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<td>ASHLEY BROWN 24</td>
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<td>ROGER GHOLOSTON 28</td>
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### Evergreen Anniversaries

#### 8 YEARS
- WAYNE STALLWORTH
- BOB DILLARD
- JERRY CARTER
- CHARLES HUGHES
- EDDIE BERTIS
- FONDELL SMITH
- BEN JAMES
- JOHNNY RATLIFF
- JOE WASHINGTON
- BEN POWELL
- WILLIE BATCH
- ERIC HARRIS
- DANNIE CHILDERS
- JESSE SULLIVAN
- JAMES MCNEIL
- CHRISTOPHER DAVENPORT
- EDWARD BENSON
- EDWARD LANEAX
- DAVID CROW
- RON SCOTT
- JAMES LONGACRE
- FRANK MILLER, III
- JOAN DAVIS
- CHARLES TALBOT
- CHARLES COLVIN
- BOBBY COLVIN
- HERBERT HOLDER
- DEBORAH KENDRICK
- MELVIN ETHEREDGE
- STEPHANIE DAVIS
- KEVIN BOWMAN

#### 8 YEARS (continued)
- RODNEY PADGETT
- FRANK MILLER
- TERESA COVIN
- ELAINE BOOKER
- DEBRA GRIMES
- ROBERT PHILLIPS
- MICHAEL CHRISTIAN
- JAMES ASHBEE
- GREGORY WILLIAMS
- RUDOLPH MANGRUM

#### 7 YEARS
- MARTIN HOLLEY-SMITH
- NATHANIEL WILDER
- PERRY NUNN
- GARY HOLSOMBACK
- MICHAEL MEEHAN
- JOE JOHNSON
- WESLEY JOINER

#### 6 YEARS
- PHILLIP RACHELS
- JAMES ORR
- MAX CHILDS
- DARRIUS CRAIG
- EMMETT VANDERSLICE
- WILLIAM DAVISON
- HERCIAL COLVARD
- KARLA WARD
- CHARLES RINEHART

#### 5 YEARS
- RAPHAEL PETTIS
- TIMOTHY MARTIN
- GEORGE YOUNG, JR
- JAMES JONES
- ROBERT SNIDER
- JOSEPH HENDERSON

#### 4 YEARS
- WILLIAM BURNETT
- DENNISON KIRKLAND, JR.
- DENNIS HITT

#### 3 YEARS
- CHRISTOPHER STILLINGS
- JED MCGHAR
- CHRISTOPHER WILLIS
- CHARLIE GURLEY
- MARLON HORACE
- MICHAEL PARTRIDGE
- GEORGE GRAY SR

#### 2 YEARS
- RALPH JOHNSON
- DARRIEN JOHNSON
- CALVIN NUGENT
- CHRISTOPHER MITCHELL
- CHRISTIAN AKINS
- BRITTANY SIMPSON
- MELISSA WRIGHT
- JEREMY JACKSON
- WALLACE INGRAM
- ALTON PACE

#### 2 YEARS (continued)
- JENNIFER GREER
- TRACY KELTER
- WILLIAM BUSH

#### 1 YEAR
- OSCAR HARRINGTON
- JAMES MARBURY
- ANTHONY MCDOWELL
- JAMARCUS SAMPSON
- DELWIN BONNER
- LONDON WEATHERSPOON
- WILLIAM HOCUTT
- DHAIFIR GRAHAM
- DAROLD WHITFIELD, JR
- JAMES BOUNDS
- DETRICK MORRIS
- TIMOTHY BLEVINS
- CHAQUITIA SAULSBERRY
- JASON TEW
- WILSON BARROW, JR
- ROGER GHOLOSTON
- STEPHEN DIXON
- DENNIS GRIMES
- LEWIS PINCKNEY
- JOSEPH LAVALLET
- DONELL GARRETT
- PRISCILLA RICHARDSON
- CLINTON MILLER
- MICHAEL COOK
- KYLE DAUGHERTY
- DONELL GARRETT