

Letter from the President

Expanding In Texas

I am delighted to announce that we have recently purchased 12 acres in Clifton, TX. The property was purchased because one of Evergreen's largest shippers awarded additional volume to us from their Clifton plant.

This property will be used initially to domicile 6-8 lime units. We have officially begun operations with our first unit, and as our volume increases we will add additional capacity.

Our long-term plan is to build a 3 bay maintenance facility on the property as well as a wash aisle. We will continue to use our Midlothian terminal as our central dispatch for Texas and surrounding states, and it will remain a fully operational terminal.

The units that originate from Midlothian to service Clifton will continue to haul from Clifton delivering to customers in Midlothian area or beyond. Having the units domiciled in Clifton allows us to deliver to any destination without any restrictions because there will be no deadhead miles involved, as is the case for units originating from Midlothian.

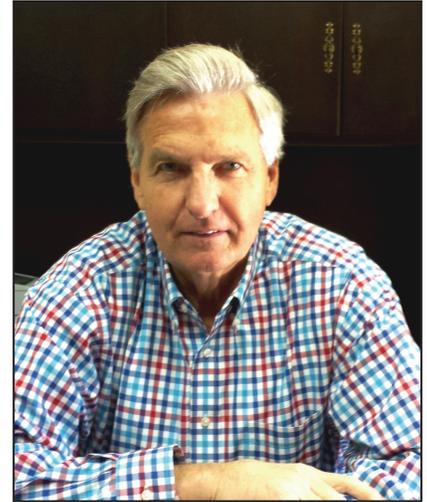
According to our shipper they have forecasted an

increase in their volume through the end of 2017.

We are quite confident as their volume increases our volume of loads will increase as well. We are hoping to have at least 6 units operating by Mid-April, and increase the units, as our shipper requires.

We are very optimistic about this business expansion, and we are confident that we will experience success through this investment.

The success which we achieve through this investment and partnership will allow us a continued expansion with our partners as needed or required.



David Wildberger, President

401K Participation Important for Your Future

When it comes to retirement, it can be easy to think "I will get to that one day." To have a better chance of reaching your retirement goals, it is important to make that "one day" today.

With the average life expectancy increasing, uncertainty around Social Security, rising healthcare costs and inflation continuing to erode the purchasing power of your money, participating in your retirement plan is more important than ever.

To be eligible for enrollment, you must have completed six months of employment with Evergreen Transport, LLC.

After your eligibility date, you may enroll on any of the four enrollment dates each year: January 1, April

1, July 1, and October 1.

The next enrollment date is July 1. If you are eligible, please make sure to enroll before this date in order to give the payroll department time to process your weekly deductions for the first payroll date in July.

It is easy to enroll by phone (1-800-249-6269) or online at www.oneamerica.com/enrollment. Our plan number is G36201. If you prefer, you may also go by any terminal, pick up an enrollment book, fill out the required forms and send them to Sharon Cook, in Evergreen.

Start saving for your retirement by signing up sooner than later.



Sharon Cook
VP Human Resources



ONEAMERICA[®]

Next Open Enrollment - July 1

Operational Updates by Ronnie Kent, VP Operations



Ronnie Kent

We would like to welcome back Kenny Baker to our family. Kenny comes back to us with plenty of driver experience and dispatch experience. He will be working on our swing shift in Calera and with his knowledge; he keeps this integral process running smoothly.

Also, we have another new face in Calera. Jennifer Greer comes to us from another carrier and brings a lot of knowledge with her. She is running our night shift in Calera. Her knowledge will help in keeping this operating smoothly as well. If you get through Calera stop in and extend a warm welcome to both Kenny and Jennifer.

We have also started our Student Driver Mentor Training program. So far we have the following drivers that have qualified: Dennis Kirkland and Robert Dixon in Mobile, and Eugene Rowser in Demopolis. These drivers will be responsible to train drivers out of school on how Evergreen Transport wants them to perform their duties pertaining to our safety initiatives, driving, unloading, how to do paperwork, present themselves, etc. These trainers will be issued shirts, caps and Yetis with their names on them. We look forward to adding more to this program and hope this will improve our driver performance.

Speaking of drivers, we are in a very big shortage in the trucking industry. It is estimated that to fulfill the need of drivers in this country is around 73,500 drivers this year and expected to approach 175,000 by 2024. Look in any newspaper or online and the two biggest needs in jobs are nurses and truck drivers. We have a referral bonus program that pays a driver for refer-

als. There is no limit on referrals so, if you know of someone looking for a job driving, we are a perfect alternative to what is out there and you get paid for the referrals if they come to work for Evergreen.

We are starting a flatbed run for our customer out of Moss Point MS. This is structural concrete shipping to places in Florida, Mississippi, and Louisiana. We foresee a great future here.

This takes us to what is happening at Evergreen -- our expansion in Texas. We have need for drivers at every terminal. We have more freight which is available if we had more trucks.

Hardly a day goes by when we do not have everyone on a load or planned on one when they return. We are in the height of our season and need to take every advantage of the work being offered. We hope for more business and growth this year.

We were told that there was no way a carrier could score more than 90% on lime. According to Tracy's numbers and she is notating any issues and passing this on, they were 97.8% which was over last month's percentage of 93.5%.

Great job guys!



Trainers receive personalized shirt, hat and Yeti cup.

Mobile Terminal with Manager Ann Brooks



Ann Brooks

It has been challenging to keep our drivers running throughout the winter months.

We are pleased to announce we were awarded a new contact with Tyndall Corporation out of Moss Point, Ms. for their over dimensional runs which will start the

end of March.

I would also like to take this opportunity to thank Jennifer Huebner for helping out at the Mobile Terminal, as well as the Jackson, AL drivers for all their help with the gypsum loads out of Bucks, Al.

Jamyia Abrams (pictured on right) is the daughter of Jamar Matthews, a driver at our Mobile Terminal.

Jamyia is a freshman at Baker High School. When Jamyia graduates from high school she plans to attend nursing school.

On the weekend of March 18-20, she played in her AAU State championship basketball tournament in Gadsden, AL. Her team, the Alabama Lady Mustangs, beat a team out of Birmingham, AL 45-41.

Jamyia scored 7 points in the championship game.

The Lady Mustangs will travel to Houston TX for a Nationals tournament the weekend of May 20-22.



Calera Terminal with Manager Rick Mangrum



Rick Mangrum

Spring has finally arrived, and freight has increased. I would like everyone to recognize two of our drivers that have went above and beyond representing our company -- Ron Scott and Devin Adkins.

Ron is assigned to our rock haul division, and has been with Evergreen Transport since January 2010. He encourages anyone he comes in contact with who is looking for a career in truck driving to contact Evergreen Transport. We received an email from one of our shippers

expressing how Ron was always being professional, helpful, courteous, and safety cautious when inside their facility.

Adkins is assigned to our flatbed division, and has been here since November 2015. We received an email from one of our shippers complimenting Devin's professional demeanor, always courteous, his safety consciousness as he secures and tarps their products on our flatbed trailers.

Ron and Devin received a \$50.00 gift card for doing an outstanding job representing our drivers and company.

We also want to welcome Jennifer Greer to our night dispatch team. Jennifer has been in the transportation field since 2013.

We would like to welcome Kenny Baker also to our Night dispatch team. Kenny has been in the transportation since 1997 and drove for Evergreen Transportation.

The Rock haul freight has increased in tonnage per day due to one of our shipper's facilities reopening. The bulk freight has increased due to weather permitting and Paper Mill shutdowns. When a paper mill goes down we supply lime 24/7 for the duration of the shutdown being approximately one to two weeks. The Long End Dump hauls have increased due to weather permitting allowing deliveries to existing job sites and new construction.

The shortage of drivers has a tremendous impact on our rev-

enue. We are constantly thinking of new ways to attract qualified drivers; however the best recruiters are our drivers. Also, striving to keep competitive wage earnings, incentives and benefits will certainly attract drivers.



Devin Adkins



Ron Scott



Jennifer Greer



Kenny Baker

Safety Kudos

To: Chuck Talbot

Subject: Jonathan Moreland

Hey Chuck. Wanted to pass along some feedback on your recent change in the wash pad at Montevallo. We have definitely noticed



an improvement in the tanks the past few months, as

well as a more controlled fluid consumption there (similar now to your Evergreen and Mobile terminals).

I stopped by this morning to check on

things and have been impressed by Jonathan's willingness to understand the chemical and application side of the cleaning process. He certainly takes pride in what he does, one of the reasons we chose him to test a new product.

We have been around a lot of washpads, and he has done a great job of keeping the area organized and applying things correctly.

Nowadays it seems like initiative is hard to find. You got it in him!

Well played on your end.

Thanks, Brian Przybysz
Indigo Fluids, www.indigofluids.com



Jonathan Moreland



Jennifer Huebner

Jackson Terminal with Manager Jennifer Huebner

Freight has been a little slow for us at the Jackson terminal, but we are looking forward to the increased expectations in the near future as warmer weather returns. We have been assisting Mobile in hauling gypsum to Holcim from Plant Barry, and Jackson drivers are also working

on getting MSHA trained to be able to assist the Calera terminal when needed. I would like to remind all drivers to please watch your speed on Carson Road that goes to PowerSouth. This is a residential area and speed limit is 35mph.

Midlothian Terminal with Manager Tracy Lord

As we come into the spring months we are excited at the potential for growth in this area (Texas). Our relationship with Holcim and Lhoist continues to grow.

Both New Bruanfels TX and Midlothian TX continue to do well, and we are posi-

tioning trucks in the Clifton TX area to better service the needs of our customer.

Please help us in welcoming drivers Cecil Daughtery, Marco Sparks and Jay Reese to our Evergreen family.



Tracy Lord

Leeds Terminal with Manager Joe Delk



Joe Delk

As Spring approaches we are already feeling the push to hire more drivers for increasing business. We have been getting some good phone traffic with the new ads placed looking for new drivers and so far I have 2 approved and working out notices with their current employers. I'm hearing big things out of our customers here in Leeds for 2016 and

hope the weather continues to cooperate. With the warming weather and the increase in business we are starting to push the drivers for better pre and post trip inspections. It's better to catch it here on the yard than to let it catch us out on the road.

In closing I would like to say thank you to Mark Lambert for his hard work and dedication. Mark has been a big hit with our drivers and has done a wonderful job dispatching here in Leeds.

I would also like to appreciate Skip and his team in the shop for the great work that they do to keep our drivers rolling. Thanks from Leeds!

Meet Some of the Evergreen Professionals

Elaine Booker

Elaine began working with Evergreen Transportation in 2005 in the billing department. She continued with the new company, and was moved to Recruiting in 2011.

Married for 41 years, she has two sons, two beautiful granddaughters, and is a huge Auburn fan. "War Eagle!"

Jesse Sullivan, Jr.

Jesse worked at ABC Rail in Calera for 25 years. When it closed, he went to a truck driving school and was able to get his CDL. He was hired shortly thereafter by Evergreen Transportation in October 2003, and has been here now for 12 years even through the transition to Evergreen Transport, LLC. He has been married for 38 years to wife Bertha, and has five children and 14 grandchildren.

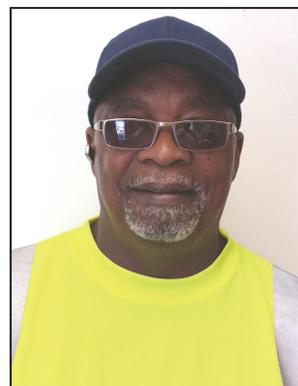
"I thank God every day for my well and Blessed life," he said.

Danny Childers

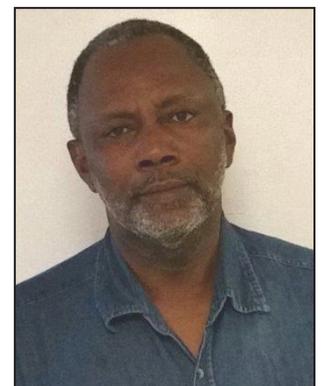
Danny started with Evergreen Transport in 2003. "Since then through some good times, some bad, God has seen us through," he said. "I pray to God every day to bless this company and for us; all drivers to be safe on the road. My wife Leona Childers prays for the company as well. Evergreen Transport has been good for me and my family."



Elaine Booker



Jesse Sullivan, Jr.



Danny Childers

Safety News with Safety Director Melissa Wright



Melissa Wright

It has been great getting out and getting reacquainted with old friends and meeting new people since my return in January. I have met with over 108 drivers for safety meetings. All of the safety meetings have been very positively received and I got a lot of useful feedback from many of you. Everyone needs to keep striving to improve our safety record – there is a LOT of room for improvement there.

Our topics were simple yet addressed some very basic things that we all too often fall prey

to – cell phone usage and common causes of accidents such as distractions, over confidence and failure to pre-plan your work day which includes a proper pre-trip inspection to ensure your truck is fully road ready. We have a lot of work ahead of us but I am fully confident that we – together – can turn our safety program around.

This has also been a time of change for the better. We have implemented the Safety/Performance Bonus, we are addressing log book violations, focusing more on driver retention, and clarifying the policy on truck washes. We will be having monthly and quarterly safety meetings – PLEASE REMEMBER: one of the conditions of receiving a safety bonus will be to attend a minimum of four safety meetings in each bonus time period.

I look forward to continuing to work with each of you in the future!!

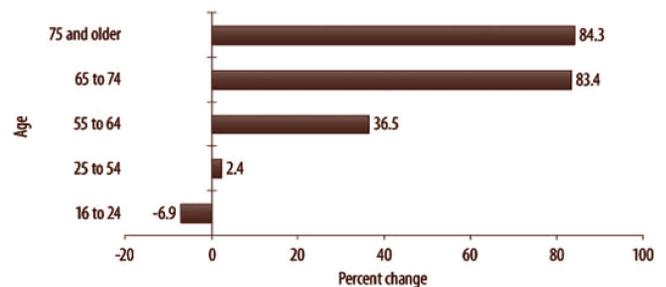
The Aging Workforce

For years, the number of older workers on the job has been increasing, and that number is expected to continue to rise in the near future. Workers 55 and older are expected to comprise one-quarter of the U.S. workforce within the next six years. Here at the ATA, the majority of accidents we see are from drivers/employees ages 50-59. Our Fund members need to develop and implement effective orientation programs which address driver/employee exposures as well as provide on-site and on-going safety training to keep safety awareness at its highest level; ensure that policy/procedures training is completed and that drivers/employees sign off on the training.

Older workers bring with them a wealth of knowledge from their years of experience, but they also bring increased risk of on-the-job fatalities and severe injuries. If employers want to stem the potential tide of life-threatening and costly incidents among aging workers, the time to act is now. According to the Bureau of Labor Statistics, transportation incidents top the list on fatalities for workers 55 and over.

The demographics are changing. With increased prevalence of older workers, most employers do realize this reality is not going away. What might cause only a sprain in a 25-year-old may cause a break in a 65-year-old. Employers have to consider

Projected percentage change in labor force by age, 2006-2016



Source: U.S. Bureau of Labor Statistics

www.bls.gov

the following:

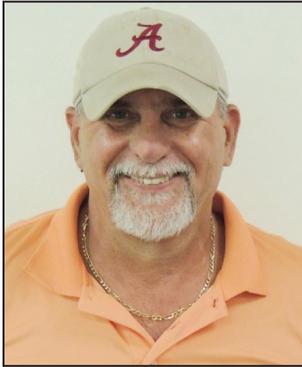
- Older workers experience fewer nonfatal injuries than other workers, but take a longer time to recover from their injuries.
- The number of deaths among workers older than 64 has been increasing for several years, and the fatality rate has recently spiked.
- Employers should take steps now to make the workplace safer for older employees and install positive safety behaviors in younger workers.

**Evergreen Transport
wishes you
Safe and Happy Holidays!**

**Drive Aware and
With Care!**



Preventive Maintenance on Suspension Improves Tire Life



Chuck Talbot
Director of Maintenance

Would you like to increase the life of your tires?

Since the expense of tire replacement costs are typically higher than all other replacement component costs put together, vehicle owners and maintenance managers are generally conscientious about well known tire PM procedures such as checking tire pressure and alignments.

A very important, but lesser known PM procedure is the

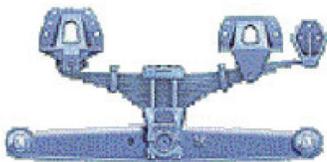
replacement of shock absorbers on a preventative, rather than a corrective maintenance basis. Recent tests performed by the Society of Automotive Engineers (SAE) and the Michelin Tire company have shown that it's very important to replace worn shock absorbers before they allow excessive bouncing, which in turn causes excessive tire footprint distortion.

Suspensions Have Changed

In the last decade Shock absorbers have become one of the major causes of unnecessary tire wear, as well as the cause of jarring and vibration damage to many other components on class 8 trucks. The reason for this phenomenal increase in worn shock related damage is the advent of soft air suspensions on tractors and trailers, and taper leaf suspensions on steer axles. In the past, shocks were not used on the old multi-spring rear suspensions. They also were not a critical component on the multi-spring steer axles. This was because the stiffness and inherent dampening of these suspensions did not require the added movement dampening of shock absorbers.

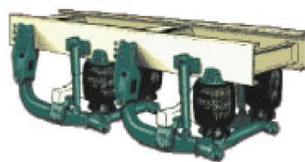
The Old Days

Vibration Dampener
Travel limited to 2"-3"



Today

Movement Dampener
Travel up to 13"



Now days, shocks have become a very critical component. Modern suspensions, with little or no inherent dampening, and up to thirteen inches of vertical movement, literally bounce and hop out of control down rough roads when their shocks become excessively worn.

According to SAE Study # 962152; "Worn shocks contribute to wheel hop and/or greater tire load variance of $x 4 = (+/- 80\%)$." In other words, on bumpy roads worn shocks can allow the force, or weight on the tire to change from less than a thousand pounds at the top of the bounce, to several thousand pounds at the bottom of the bounce. This force variation will occur approximately 100 times per minute at highway speeds. The resultant large foot print changes of the tire caused by worn

shocks then create excessive tire wear. Good shocks, on the other hand, are designed to keep this load variance to a small fraction of this amount.

It is generally easy to spot a tire that has been subjected to this excessive foot print distortion. That's because the rubber that can move the easiest (and therefore move and wear the most), is the rubber next to the grooves, and sometimes the outside portion of the tire. On steer and trailer tires this excessive wear next to the grooves is known as "river channel wear". On rear tractor tires, the wear pattern can often also be seen circling the shape of the irregular grooves, eventually causing these grooves to widen.

Early Examples Of River Channel Wear

Steer Tire



Drive Tire



The wear pattern that eventually results from worn shocks and rough roads is called "scalloped cupping". The wheel hop caused by this loss of shock dampening will often build up a resonance with the rhythm of a worn road. This in turn causes a "cupping" pattern that repeats it self evenly around the tire. This pattern takes longer to make it self visible. Once you can actually see, or feel this pattern, it's in an advanced stage and has already taken thousands of miles off of the life of the tire.

Prevention Works Best

It's extremely important not to let this irregular condition start to develop in the early stages of a tire's life. Once the tire develops this irregular wear, its out of round shape will continue to feed on itself (even if the worn shocks are replaced). Therefore, if this deterioration starts in the early stages of the tire's life, its life will be considerably shortened.

Recommendations

The ATA's Truck Maintenance Council's latest Recommended Practice on air suspension maintenance (RP 643), presented at the winter meeting in March, 2000) recommends that fleets "Establish a preventative maintenance procedure which changes shocks on a regular basis". But when should this PM be performed? The R.P. also states that; "Fleets have found it beneficial to install new shock absorbers when installing new tires to maximize tire life".

Truck tires and shocks have certain characteristics in common. They both wear out slowly, (i.e. a shock slowly losses it's

Preventative Maintenance, cont. on next page

Preventive Maintenance *Continued from previous page*

damping throughout its life) and they both have approximately the same average useful life. When a new tire is installed on a truck, the shock absorber may look ok, but if it has been run over 150,000 miles, it will have stroked over 30 million times. Since the shock's hydraulic fluid does not have the lubrication quality of engine oil, it will have lost much of its dampening capabilities due to internal wear. When a shock loses over 50% of its dampening, it can allow the excessive wheel hop on rough roads that can cause irregular tire wear due to excessive foot print distortion. Since this cupping will continue to deteriorate throughout its life, (even if the shocks are replaced at a later date) the cost per mile of tire replacement will increase significantly.

More Miles

Fleets that have tested the concept of changing their shocks before they go bad have reported savings. When shocks were replaced at the time of tire replacement the fleet reported savings of tire and component replacement costs equaling several times the added preventative maintenance costs. (These fleets also required 50,000 to 100,000 miles on the shocks to be eligible for change out.)

Bottom Line

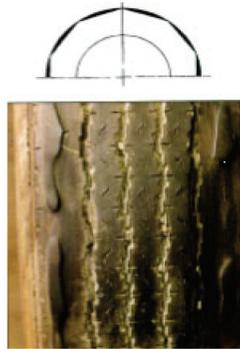
"It just doesn't make sense to pair an expensive new tire with a relatively inexpensive worn shock". Besides increasing tire life, changing shock absorbers when changing tires increases:

- Suspension component life
- Chassis component life
- Electric and electronic component life
- Life of air conditioning connections

In addition, this practice decreases brake lock up (due to wheel hop), accidents, and driver fatigue. Like other good preventative maintenance practices, changing shocks when installing new tires does not cost money, it saves it.

Advanced Wear Patterns Caused By Poor Suspension Maintenance

Steer Tire



Drive Tire



This document was provided by Reagan Industries.

A Deadly Industry

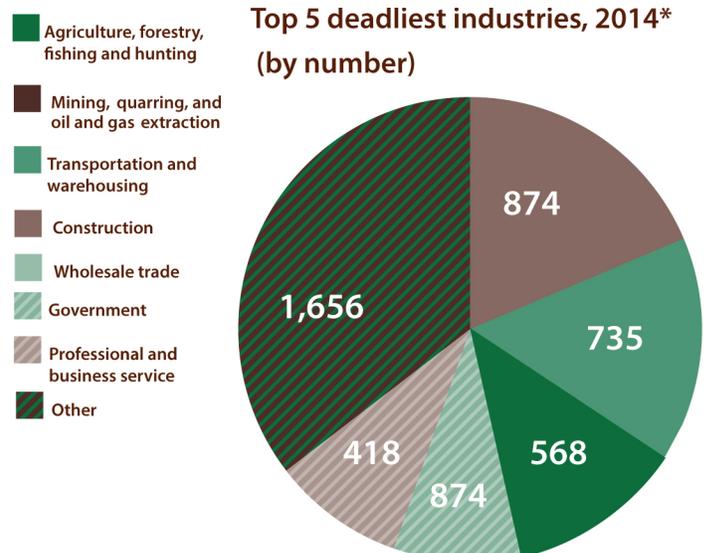
The transportation industry continues to be one of the deadliest industries. In 2014, transportation fatality incidents accounted for nearly 34% of total fatalities and drivers over the age of 55 also had the highest incident rate of any other industry coming in at just over 36%. More than 3 million people drive trucks for a living, and the biggest challenge is that companies are not utilizing appropriate hiring standards and think that just because someone has 1-2 million road miles under their belt, that they know safety.

Owners must have an effective Selection and Qualification procedure as well as a training (Orientation) process. Even experienced drivers need on-going and hands-on training such as: properly throwing straps/chains, tarping, safe lifting techniques, no jumping from cab/trailer, enter/exiting trailer, 3-point contact, PPE usage, no use of cell phone/no texting, defensive driving and mandatory use of seat belts.

Managers should communicate regularly with drivers. The sooner safe working behaviors are instilled into drivers, the longer it stays with them as they move into an older age.



Top 5 deadliest industries, 2014* (by number)



Anniversaries

6 Years

JOHNNY NOLIN
MARCUS TAYLOR
HANK MORRIS
DUSTIN C. ODOM

4 Years

LINDY LANE
MITCHELL BOLES, SR.
ARTHUR LEE, JR.

2 Years

RENEE MIXON
JONATHAN K. MORELAND
JOSEPH JOHNSON, JR.
ANDREW MASON
TRACY LORD
MARK S. LAMBERT
HOWARD CARDEN, JR.
WESLEY OLIVER
KEVIN L. LACEY
WILLIAM PERRY
PAUL LAY
CAROL LUCK

1 Year

TRAVIS TERRY
CHRISTOPHER HOLLAND
CORNELIUS PARKER
RUFUS RASCO, JR.
PEDRO GONZALES
REGGIE RAY

5 Years

ROBERT DIXON
GARY N. WINGARD
MICHAEL S. JONES
FRANCES A. BROOKS

3 Years

DOUG STREET
MONROE COLLUM
ANDREW JOHNSON, JR.
DARRIUS JACKSON
GREGORY JONES
MICHAEL J. WALLEY

Evergreen Birthdays

APRIL

CHARLIE W. GURLEY	2	THOMAS E. LOCKHART	9	THERESA D. LORD	22
DENNIS G. HITT	3	JEREMY JACKSON	14	JOHN M. BLANKENSHIP	27
LUKAS PLOCHARCZYK	4	MONROE COLLUM	15	LANCER MURPHY	28
SKYLAR JONES	6	HOWARD CARDEN, JR.	15	LINDY LANE	29
MEREDITH STREET, JR.	7	ROBERT O. PHILLIPS	16		
BILLY BUGGS, JR.	8	LAWRENCE ROSS	21		

MAY

WILLIAM JAMES	1	TRACY WHITEHEAD	14	RALPH JOHNSON	25
WALLACE INGRAM	5	WILLIAM BUSH	17	ALTON PACE	26
WENDELL SCOTT	12	CHRISTOPHER WILLIS	18	EDWARD BENSON	27
EUGENE ROWSER, JR.	13	JAMES E. ASHBE	19	DUSTIN C. ODOM	31
LEON WILSON	14	FRANCES A. BROOKS	20		

JUNE

WILLIAM R. BURNETT	8	SKIP WOMACK	14
MITCHELL BOLES, SR.	10	MARCUS TAYLOR	16
STEPHANIE C. DAVIS	12	VINCENT M. KING	23
WILLIE DURGAN	12	RUFUS RASCO, JR.	26
MARK WILLIAMS	13	SPENCER T. ZACHARY	28

Welcome Aboard

JANUARY

DARRIEN JOHNSON
RALPH JOHNSON
LANCER MURPHY
TRAY CLANCY
DEMETRIUS WILLIAMS
RICHARD YOUNG
ERIC RIVERS
DERRIC BURRELL
JOHNNY HUGHES

FEBRUARY

BILLY BUGGS, JR.
WILLIAM SHELNUTT
JIMMIE PASTER
ALLEN CAVENDER
TERRY MORRISON
DEVIN ADKINS
RANDALL OLIVER
DANNIE HARVEY
CALVIN NUGENT

MARCH

LEON WILSON
STEPHEN LUCK
JUSTIN WILKERSON
CHRISTOPHER MITCHELL
JASON KNIGHT
BREJON NOLAND
ADRIAN ENMAH
CHRISTIAN AKINS