

## Letter from the President

During the week of September 11-19, Evergreen Transport celebrated National Driver Appreciation Week, as most carriers did across our great nation. We prepared a cookout at all of our terminal locations that was specifically dedicated to our drivers as well as our terminal employees. I appreciate the efforts that our terminal managers put forth and all employees involved for making these cookouts a great success for our hard working drivers.

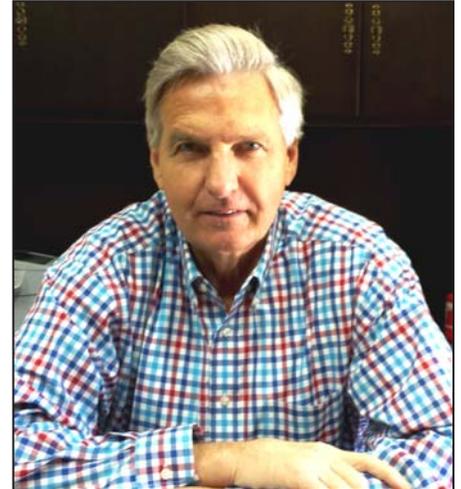
According to the ATA more than 70% of freight tonnage in this country did so on a flatbed, in a tank, or in a trailer pulled by a truck driver. More than 80% of our communities, major cities, and small towns receive their product and goods via truck. We currently stand at a population of 324,690,000 people according to the Worldometers.com live U.S. population count. Please give that statistic some serious thought . . . 80% of the U.S. population

In 2014 professional truck drivers drove 279 billion miles, more than double 25 years ago. Those miles accounted for 14.2% of all motor vehicle miles and 29.8% of all truck miles. They hauled an estimated 10.49 billion tons of freight in 2015 while executing safer driving habits. Rail was the next busiest mode, moving 13.8% of the nation's freight ton-

nage, according to the ATA. There are 3.5 million truck drivers in the United States, and the total industry employs approximately 7.3 million people or 1 out of every 16 people working in the United States.

These men and women are hard working professionals dedicated to safety. Unfortunately, I have witnessed too many times they are given a negative exposure by the media. I wish they would rather focus on the regiment these drivers face on a day-to-day basis simply to make other people lives more comfortable and livable.

To our Evergreen Transport drivers and the other 3.5 million truck drivers across this nation, I stand and applaud you during this week of appreciation and every week of the year!



David Wildberger, President

## Operational Updates by Ronnie Kent, VP Operations



Ronnie Kent  
VP of Operations

We are heading into our last quarter of 2016. The 3rd quarter of 2016 has been consistent and we have held pretty steady with freight. Texas is rebounding and the rain has diminished somewhat so we hope to continue to increase our presence there.

The cement business has stayed busy, but with the end of the hurricane season approaching, we hope the hurricanes will stay out of the Gulf, so cement will stay steady.

Lime tends to always be busy, a 24/7 365-day-a year kind of busy. We can always use help in Calera terminal. If we can get the drivers we have the business.

With all of the flooding in Louisiana, and the past flooding and rain in Texas, we hope that the recovery will include rebuilds of roads and any aggregate work which will help us through the winter months. We are also expecting the market to settle down

some after the election. Business seems to always be jittery around election time so hopefully we will see things get back to normal come January of next year.

E-logs( Electronic Logs and ELD mandate) have really taking over the conversation in trucking. There has been numerous changes made to the e-logs mandate and we will be rolling out our plans going forward. We will be educating both the drivers and operational staff as well.

Well it is with reluctance we see Tracy Lord, out of the Midlothian, Texas Terminal, leaving us and moving to south Florida. Tracy has been a wonderful person to work with and brought a lot of knowledge to us. Well guys, while you are working hard and sweating or up north freezing this winter, she is going to be sitting by the pool sipping a cold drink in the Florida sunshine smiling. Tracy will be missed, and we wish her well in her future endeavors.

To replace Tracy in Midlothian, we have hired Tammy Kane. Tammy comes with background in trucking and the cement business, and we feel we have a good person to come in and fill those shoes which Tracy leaves. We look forward to a long relationship with Tammy.

## Calera Terminal News with Manager Rick Mangrum

We would like to welcome aboard Tammy Kane (Midlothian, TX Terminal Manager).

We would like to say thanks to David Wildberger for allowing Evergreen Transport, LLC the opportunity in celebrating Driver's Appreciation Week. We also want to thank Kevin Smith, Kim Hardin and Melissa Wright for their help making our driver's appreciation dinner and door prizes a success at the Calera terminal. George Young 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 for now but anticipate an increase fourth quarter. The shippers are telling us



Rick Mangrum

they have several things coming up 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 we are adding drivers to meet the shippers requested for daily tonnage.

Our flatbeds remain steady. Our dedicated local lime transfers have increased due to loading of rail cars to meet lime demands in Arkansas, Texas and Louisiana. We still strive to keep existing business; and search for new business.

Remember we can overcome any obstacles working as a team. {The potential within you is greater than the obstacles around you}.

## Leeds Terminal News with Manager Mark Lambert



Mark Lambert

We are still wide open in Leeds and Demopolis right now. We continue to pick up more freight in Leeds and are preparing for a new dedicated run in Demopolis.

J.R. has been instrumental in getting us new freight including the Mississippi run out of Demopolis, and some trucks are now dedicated to Cemex in Birmingham. Thank you for the

help J.R. Lehigh, National and Cemex are giving us all we can handle then asking for more.

We are still trying to get more drivers, and I thank Elaine for helping me with that. I have to say THANK YOU to all the drivers for doing a great job with the work load that we have put on them. We have had some double, triple and even quadruple booked. I still believe we have room to grow and create more revenue and won't be satisfied until we do.

Skip and Charlie both have been doing great keeping the equipment up. We have had a lot of trucks and trailers come through the shop in the last month, and they have worked hard to get them done.

## Mobile Terminal News with Manager Ann Brooks



Here at the Mobile Terminal we have had a busy summer and hoping for much of the same in the upcoming months.

On September 15th we had another successful Driver Appreciation luncheon. Thanks to everyone who helped in making this possible.

Our driver Jamar Matthews was the winner of the 32 inch TV.

Operation Safe Driver will be the week of Oct. 16th to 22nd please take notice. The FMCSA will be conducting a nationwide traffic safety enforcement.



Ann Brooks

**The safest risk is one you didn't take!**

# Midlothian Terminal News welcoming Tammy Kane



**Ronnie Kent**  
VP of Operations

### *By Ronnie Kent*

We are welcoming our new Terminal Manager, Tammy Kane, to Midlothian, Texas.

As many may know, Tracy is moving to south Florida, and we wish her good luck. She has become one of the family, and we will stay in touch as she moves into the next stage of her life. We will truly miss her and appreciate all of her contributions to making Evergreen Transport LLC a strong competitor in Texas.

With Tracy leaving we have hired Tammy Kane. Although she has some big shoes to fill, we have the utmost confidence in her ability to help expand Evergreen Transport LLC in the Texas market. She comes with a strong trucking and customer service background. With her knowledge we are looking forward to her contributions.

Freight has made a turn in Texas. The terminal is filling the trucks and in turn generating more revenue. We still need to fill a

few more, continuing to strive in fulfilling our customer's expectations going forward.

We would like to thank Chuck and Gil for coming out to help with the driver's appreciation meal. It was enjoyed by all.

### ***A word from Tammy Kane***

Thank you for your warm welcome. I live in Cedar Hill, Texas.

I have been in the cement industry for about 12 years, and have really enjoyed working with drivers and customers.

I have worked mainly with Pneumatic tankers and Flatbeds, but also have some End Dump and Lowboy experience.

During my employment in the trucking industry, I have worked with many of our current customers along with several carriers across the United States.

I strive for good team work and on-time performance. I look forward to my future with Evergreen Transport and am very excited about growing the Midlothian, Clifton and New Braunfels fleets.



**Tammy Kane**

## On the road with Evergreen



Picture on left is Howard Carden, Jr. at Coosa Pines.

Drivers, we would like to see you "on the road."

Please submit a picture for the newsletter to Karla Ward at [karla@evergreentrans.com](mailto:karla@evergreentrans.com).

## FUEL REMINDER

**Pilot**®



**Fuel at the Terminal Locations  
should be first priority.**

**Then all Road Fuel Purchases are at  
Pilot and Flying J Truck Stops only.**

# Winter will be here soon! Time to winterize your fleet.

If you haven't already winterized your fleet, it's time! Follow these 9 vital tips to make sure your trucks can withstand whatever winter throws at them.

Fleets that either originate in or spend a great deal of drive time in cold weather climates understand the stress that extreme changes in temperature can create in a truck. For those carriers that mainly operate in temperate or warm weather climates, we suggest you follow these tips carefully to ensure that your fleet functions at its optimal level, no matter where the trucks may travel.

## Choose the right diesel fuel

Diesel fuel contains Paraffin which causes fuel to gel as temperatures drop. Check the cetane rating at the pump; the higher the number, the easier your truck will start in winter months. Most fueling locations will carry a winter blend fuel so make sure to fill up with that winter blend if you're going to be traveling into cold weather. Also, anti-gel additives can be used during winter months. Check with your engine manufacturer to get recommendations on fuel treatments, as some can cause damage to high pressure common rail injection systems.

## Check your water separator daily

Diesel fuels have water suspended in the solution. The water comes from condensation which forms on the inside of a cold fuel tank that has warm fuel. To minimize risk, check your water separator daily and invest in a new fuel filter.

## Test your coolant system

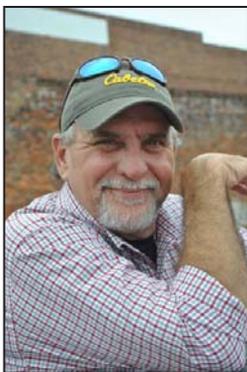
Pre-winter you should have your local service provider perform a comprehensive winterization inspection of the cooling system. A coolant test will make sure your coolant is at the optimum freeze point. The inspection should also include the radiator, hoses, belts and coolant filter replacement. Since we're already in December, if you haven't already done so, make sure to get that inspection now!

## Use an electric-powered block heater when truck is parked

Diesel engines are harder to start than gasoline vehicles because of their need for higher cylinder temperatures. That's why when the vehicle is parked for any length of time in cold weather, you need to use an electric-powered block heater to minimize large fluctuations in engine temperatures. Also, since the Paraffin wax in the fuel begins to precipitate out as the ambient temperature drops below + 32F, it's important that you use a winter blend fuel.

## Perform air dryer maintenance

The air dryer is designed to remove air system moisture and contaminants before they enter the brake system to prevent water freezing in the lines and brake failure. Air dryer maintenance is imperative and should be maintained according to the interval schedule listed in owner's manual.



**Chuck Talbot**  
Director of Maintenance

## Check battery age and life cycle and do proper maintenance

Cold temperatures drain batteries faster; diesel engines require strong batteries that hold a good charge with enough cranking amps to start the engine. The perfect time to check on age and life cycle of the battery is just before winter; typically the life cycle is 48 to 72 month. Proper battery maintenance should include cleaning and securing connections and mounting brackets.

## Allow for reduced PSI due to cold weather and inflate tires accordingly

Underinflated tires, which are one of the leading causes of tire failure, causes the tire to wear faster and adversely affects a vehicle's handling. Remember, a tire can lose up to 50 percent of its pressure without appearing flat. Don't over-inflate tires either; that increases the risk of tread separation, and the tires can easily be damaged by road debris, curbing or potholes. The "right amount" of air for your tires is specified by the vehicle manufacturer, listed in the owner's manual. If you're still not sure, contact your local truck tire vendor. When you check tire pressure, make sure the tires are cool – meaning they are not hot from driving. (Note: If you have to drive a distance to get air, check and record tire PSI first and add the appropriate air pressure when you get to a source of air location.) It's normal for tire air pressure to increase when it heats up and while driving. Never release air pressure when tires are hot. (Note: Air pressure in a tire goes up (in warm weather) or down (in cold weather) 2-4 pounds for every 10 degrees of temperature change.) Visually inspect tires to make sure there are no gouges, cuts, bulges or other irregularities. During the winter months, your tire treads should be, at a minimum, 14/32nds. Drivers can perform these checks themselves, or request any trusted technician when the truck is taken in for PM Service.

## Perform preventative maintenance

You should always follow the maintenance schedule of inspections and service outlined in the owner's manual. Many of the cold weather tips are included in a regular maintenance routine.

## Select a breakdown service provider

Last winter proved that few areas of the country are really safe from the effects of cold weather, so no matter where your fleet is

based or where it travels, proper maintenance is vital to the long-term health of your trucks . . . and of your business.

But even if you follow all of these precautionary measures, breakdowns can still occur. Whether you experience an event of no start, tire failure, or an on-road mechanical failure, you should make sure your company has a reliable, qualified, 24/7 breakdown service provider.



## Meet Some of the Evergreen Professionals

### Jeth Ashbee

Jeth was born and raised in Mobile, AL. He has been married to Hannah for 12 years, and they have two lovely children named Jacob who is 8 years old, and Olivia who is 4 years old.

Jeth has worked for Evergreen Transport LLC for nearly 7 years in the Mobile Parts Department. He likes to spend time at the beach, and loves to kayak on the weekend.



Jeff Ashbee

### Michael Scott

Michael has been working with Evergreen Transport for about 7 years and also worked with Evergreen Transportation as well for 8 years. "To me here at Evergreen we have become Family," Michael said.



Michael Scott



Chris Davenport

### Chris Davenport

Chris began with Evergreen Transportation as a night shift rock driver. He was soon moved to dayshift and made the transition over to Evergreen Transport. He is a father of two with two granddaughters and enjoys hunting and fishing in his spare time. Dispatch considers Chris a reliable, model driver in his division. He is also a driver trainer/mentor for new rock drivers.



*Breast Cancer*  
AWARENESS MONTH



**On August 16th we threw a surprise party for our great friend Deborah Kendrick to celebrate her last radiation treatment. Congratulations Deborah!!!! We love you!**



# Evergreen Celebrates Driver Appreciation Week



**Sponsors, Thank you for your Support!**



**Gulf Coast Truck and Equipment Co., Inc.**  
*In Business Since 1945*  
Visit our website at  
[www.gulfcoastruck.com](http://www.gulfcoastruck.com)



## Safety News with Safety Director Melissa Wright



Our first performance/safety bonus went out in July and was by and large a great success. The grand prize winners of the TV's were Hank Morris, Richard Young and James Orr. Congratulations guys!!

With the next bonus due out in January I hope everyone is keeping safety – combined with productivity – in mind. Our CSA

scores are not going down fast enough with regard to HOS and maintenance.

A lot of the violations we see are either careless mistakes on logs or defects that SHOULD have been caught during a Pre-Trip or Post Trip Inspection. These are required and even if you don't receive a citation for a defect or log violation – THIS GOES AGAINST OUR SCORES AND THE DRIVER.

Any violation affects us as a company, and it affects the driver as an individual. Violations – even if just a warning – will stay on the PSP for 2 years. It is incredibly important we all do our part to drive our scores down as we are all in this together.



Hank Morris receives his award from Rick Mangrum



James Orr receives his award from Rick Mangrum



Richard Young receives his award from Rick Mangrum



FueLoyal

designates

**EVERGREEN**  
TRANSPORT, LLC

One of Alabama's

**10 Best**

**Trucking Companies**

## Safety News with Safety Director Melissa Wright

Seventy-eight percent of U.S. drivers displayed aggressive behavior behind the wheel at least once in 2014, according to a report from the AAA Foundation for Traffic Safety.

Researchers surveyed 2,705 licensed drivers ages 16 and older who had driven at least once in the previous 30 days. The top aggressive driving behaviors reported were tailgating (50.8%), yelling at another driver (46.6%) and honking to show annoyance or anger (44.5%), the report states.

### How to avoid aggressive driving behaviors:

- Plan ahead and allow enough time for delays.
- Give your driving your full attention.
- Don't take your frustration out on other drivers.
- Driving is not a contest. It is not about winning.
- Realize that you cannot control the drivers around you - you can control only the way you react to them.

### Other finds included:

- 32.5% of drivers made an angry gesture at another driver.
- 24.1% tried to stop another driver from changing lanes.
- 11.9% cut off another driver.
- 3.7% left their vehicle to challenge another driver.
- 2.8% bumped or rammed another vehicle.

The researchers noted that aggressive behaviors may be



underreported because the actions are perceived to have negative social connotations.

"Given that previous research has found that many fatal crashes likely involve aggressive driving, and a large majority of the motoring public admits to at least some driving behaviors that may be considered aggressive, interventions are necessary to decrease the

prevalence of aggressive driving and related crashes," researchers wrote.

### What are some of the signs of Road Rage?

- Driver uses "unique" sign language and signals to motorist and pedestrians.
- Driver will try to pass your vehicle at any place they see fit.
- Driver tailgates the vehicle in front of them.
- Driver flashes lights and/or uses horn to the extreme, and it does not serve the purpose of making sure they see you.
- Driver uses choice words if you establish eye contact with them.
- Remember, the trucking industry also has its very own "Road Rage Cowboys." Avoid road rage! Get out of their way! If you find yourself practicing road rage, change your line of work.

*These articles courtesy of Alabama Trucking Association*

## Supply & Demand: Hiring your own problems

In today's environment, recruiters are given the responsibility of hiring competent, compliant, professional, and safe drivers which, for the most part, are an endangered species.

Along with these expectations recruiters also receive internal pressures requiring them to supply this at a fast pace in a driver pool steered by shortages and ever-increasing turnover. The result is a recruiting process that, in a lot of cases, seeks the minimum requirements and is constantly trying to make exceptions in order to meet their quota.

Many studies on driver retention and several different processes have been introduced in order to alleviate these issues. If you ask a driver why they continue to change jobs, they say things like:

1. *My recruiter lied to me.*
2. *I don't make enough money.*
3. *I'm not satisfied with my home time.*
4. *I don't like my supervisor.*
5. *I'm not happy with the way I'm dispatched.*
6. *I was set up for failure.*
7. *I didn't expect this.*
8. *I can't get anyone in the company to communicate with me.*
9. *Personal reasons.*

As a recruiter your performance contributes to the success or



failure of the business. Why would you think a driver with multiple jobs over a period of time would find different results at your company? Why would consideration be given to an applicant with serious violations?

We would like to think that all drivers are looking to us for a forever home. We would like to think that with our superb training we can turn the worse applicant into a million mile safe driver. Unfortunately, this is not

the case. So what do we do?

1. Carriers should sit down with their management staff and agree to a "consistent" company policy manual which will be followed without exception. The first time this is not adhered to will result in the loss of any validity you have obtained.
2. Inside this policy should exhibit "YOUR" hiring criteria. This should be followed to the letter without exceptions.
3. You should form a committee to address your driver retention which would meet monthly and include all department heads and some drivers.
4. Monitor your recruiter's actions and supply them with the tools they need. Some carriers include driver retention as part of their pay or bonus program. If this is a consideration. You should include the same for all departments.

The carrier's focus should be on hiring career drivers and, once obtained, strive to meet their needs within reason.



**HAPPY**  **THANKSGIVING**



# OPEN ENROLLMENT

## **EVERGREEN**

### TRANSPORT, LLC

As we look at closing another year, there is one last item of business to address, OPEN ENROLLMENT!

We have listed the existing benefits available to you below:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Short Term Disability, Long Term Disability, Accident Coverage, Voluntary Life Insurance
- Flexible Spending Account and Dependant Care Spending Account
- 401K Plan



**Debbie Grimes**

We are always looking for ways to enhance our benefit offerings. Over the past year we have identified, through responses from you, our employees, as well as other means, some changes we feel are needed for our benefits program. As we continue our search for better, more cost-effective plans, we will keep you informed of any changes.

As we know, employee

benefits can be confusing. To help answer any questions you may have, we will have someone who is educated on our benefits program assigned to each of our terminals at least one day during the months of November and December. The schedule of when someone is going to be available at each location is included below.

***Please take advantage of this opportunity to learn more about our 401K Plan and planning for your retirement!***

So, what is required of you for this open enrollment? We have listed instructions for each situation below:

- Currently enrolled and making no changes:
  - Sign the form stating that you have been made aware of the open enrollment period for Evergreen Transport, LLC benefits.
- Currently enrolled and making changes:
  - Complete the proper enrollment change form for the benefit you would like to change and return it to the Benefits Department.
- Enrolling for the first time:
  - Complete the appropriate enrollment forms for the benefits you would like to enroll in and return those to the Benefits Department.

Again, a schedule is included below that will list times when you can meet with someone to discuss your benefits.

We appreciate your service to this company and look forward to a great year in 2017!

## Terminal Schedule for Open Enrollment

**New Braunfels**  
**Nov. 15th**

**Midlothian**  
**Nov. 16th-17th**

**Mobile**  
**Nov. 28th**

**Evergreen/  
Jackson**  
**Nov. 29th**

**Calera**  
**Nov. 30th**  
**Dec. 2nd - 1/2 Day**

**Leeds**  
**Dec. 1st**

# Evergreen Birthdays

## OCTOBER

BAGARY DAGG	4	ELAINE BOOKER	6	JOSEPH JOHNSON JR	12
CHRISTOPHER WILLIAMS	4	BRITTANY SIMPSON	6	EMMETT VANDERSLICE	13
CHRISTOPHER GOODEN	4	BOB DILLARD	9	KEVIN BOWMAN	16
MELVIN ETHEREDGE	5	VICTOR TAYLOR	9	GREGORY ANDRY	26
RICHARD YOUNG	5	JOHNNY HUGHES	10	CHRISTOPHER STILLINGS	27
PETER MACARY	5	MELISSA WRIGHT	11	MICHAEL CHRISTIAN	29

## NOVEMBER

HANK MORRIS	3	JOSEPH HENDERSON	10	CATHY LINDSEY	17
JAMES CLECKLER	4	GREGORY JONES	13	WILLIE BATCH	20
ERIC HARRIS	6	PETER WITHERS	14	WILLIAM DAVISON II	21
SHERMAN BURGESS	8	PEDRO GONZALES	16	CHRISTIAN AKINS	22
KIMBERLY HARDIN	9	DANIEL HOLMES	16	KEVIN SMITH	24
KARLA WARD	9	SHANE JONES	16		

## DECEMBER

WILLIE MAY	1	RON SCOTT	7	CHARLES COLVIN	17
ERIC GLASS	2	PERRY NUNN	10	JOHN MCCULLOCH	20
JOE WASHINGTON	3	LARRY BROOKS	10	ROBERT PHILLIPS	20
RODNEY PADGETT	3	GARY HOLSOMBACK	11	DEMETRUS WILLIAMS	23
CHRISTOPHER MITCHELL	4	OSCAR HARRINGTON	13	DAVID GARCIA	26
ROBERT MORRIS	5	FREDERICK MOSLEY	13	BREJON NOLAND	26
TELDRICK BLACK	5	ROY BROADWAY	13	GEORGE YOUNG, JR.	28
SHANE BABER	6	CHARLES RINEHART	15	TERENCE BRAXTON	31
PHILLIP ERGLE	7	MICHAEL MEEHAN	16		

# Evergreen Anniversaries

## 6 Years

MARTIN HOLLEY-SMITH  
PERRY NUNN  
NATHANIEL WILDER III

## 5 Years

PHILLIP RACHELS  
MAX CHILDS  
JAMES ORR  
DARRIUS CRAIG  
EMMETT VANDERSLICE  
HERCIAL COLVARD  
WILLIAM DAVISON II

## 4 Years

RAPHAEL PETTIS  
TIMOTHY MARTIN  
GEORGE YOUNG, JR.  
JAMES JONES  
WILLIAM JAMES  
ROBERT SNIDER

## 2 Years

CHRISTOPHER STILLINGS  
JED MCGHAR  
CHRISTOPHER WILLIS

## 1 Year

RALPH JOHNSON  
DARRIEN JOHNSON  
DEMETRUS WILLIAMS  
RICHARD YOUNG  
BILLY BUGGS, JR.  
DEVIN ADKINS  
CALVIN NUGENT  
BREJON NOLAND  
CHRISTOPHER MITCHELL  
CHRISTIAN AKINS  
LEON WILSON  
JOHNNY HUGHES

# Welcome Aboard

## JULY

SERGIO ATHAYDE  
LARRY BROOKS  
LINDA CARSON  
JERRY MAUNEY  
DAVID ROMERO  
TERRY DAVIS  
DARRENCE MCINTOSH  
RAINA WEAVER

## AUGUST

HOWARD CARDEN, JR.  
DAVID GARCIA  
JAMES BRASHER  
REGINALD JONES  
KALEB GALVAN  
CHRISTOPHER WEBSTER  
TELDRICK BLACK

## SEPTEMBER

OMAR JAMES  
HAROLD JACKSON  
WILLIAM PURNELL III  
ANTONIO MILLIGAN  
DANIEL HOLMES  
MARLOW STEVENS  
CATHY LINDSEY

JUSTIN HUTCHISON  
MANUEL RABAGO  
FELECIA DAVIS  
DAVID CANALES  
RUFUS DAVIS, JR.  
KEVIN SMITH