

## Letter from the President

We all know that our industry is suffering from a driver shortage. Unfortunately, according to most studies this issue will only intensify over the coming years. I believe every carrier in the U.S is enduring this driver dilemma, and most have deployed multiple actions and incentives to attract and retain drivers, which includes Evergreen. There is one bright spot that some in our industry may have discounted. This is the addition of women drivers to our fleet.

In the past few years we have hired several female drivers. We were not sure how they would adapt to our particular niche of business. We have a very specialized segment of the market that often requires very rigorous work. Mentally and physically. This work regimen includes very early hour deliveries, some physical work, and often a 24/7 delivery operation. I am excited to say these women have performed their duties very efficiently, safely, and professionally!

There are numerous articles about more women becoming a part of our industry for many reasons. Two reasons most of the articles share is gender equality, and equal pay. There was a quote from a female driver in The Wall Street Journal that best sums up the situation. She is quoted as stating, "The steering wheel knows no gender." How true this is!

Unfortunately, statistics show women represents only 6.5 to 7% of the entire industry. Women currently represent just OVER 7% of

Evergreen drivers. Thankfully, we are ahead of the industry norm. We are hoping this percentage increases at a more accelerated pace in the coming months. I am truly excited for the growth of women drivers that are entering into our industry. My only concern is that they cannot join our work force fast enough.

Also, a word to all of our male drivers. This information is not meant to slight you in any way. I appreciate the hard work and dedication by all of our drivers. I'm thrilled that Evergreen is already on the correct path of diversity concerning women drivers.

Below is an extremely interesting article concerning a women driver half a world away, in Japan! It's in the form of a Q & A, and worth the read. I can only hope that her outlook is contagious and will inspire you as it did me!



David Wildberger, President

## Young woman discusses working in male-dominated industry

By Joji Nishino; photos by Joji Nishino; translated by Sharon Shum

"I can't think of changing to another profession. I want to ride a truck all the time," said Yukino Takanashi, who works in a construction transportation company in Ishinomaki City, Miyagi Prefecture. The 24-year-old is a female truck driver handling an impressive 10-ton dump truck.

Yukino's favorite car, the Rumored Lady, is a dekotora with unique Ishinomaki-style decoration. Made famous by the "Truck Guys" movie series, dekotora or decorated truck, is said to have originated in Aomori Prefecture, in the 1960s.

The idea of female truck drivers is not something new either.

The first "Truck Guys" movie in 1975 already had a female truck driver character. In the 1980s, a women's trucker association was founded, aimed at supporting female truckers in the male-dominated transportation industry. Eventually, they were called "Princess Truckers", and although not many, they have established a unique position in the dekotora industry.

Yukino is one such trucker who has been attracting attention in recent years among the dekotora community, because of she how has preserved the Ishinomaki-style decor from Tohoku, the region known as a sacred place by dekotora fans. Its retro aesthetics have



been enjoying resurgence in recent years.

We spoke to her about being a woman in a male-dominated industry, how she got into trucking, and of course, what it's like to drive a massive vehicle.

**(Young woman discusses... (cont. on next page)**

## Young woman discusses ... (Continued from front page)

### How long have you been driving a dump truck?

Yukino: It has been three years since I first got on a dump truck in 2017. You can't get a large vehicle license until you are 21. So I was a dental assistant for a while after leaving college, until I got the license.

### Have you always wanted to ride a truck?

Yes I did. My dad is a truck driver so I've been around trucks since I was little. From elementary school to high school, he came to pick me up with his dump truck and trailer. My high school was on top of a mountain, so he usually had to wait at the bottom. It was when I was in high school that I realized I really wanted to drive a truck too.

### A high school girl going home in a dump truck. Did you ever feel embarrassed?

It was only my siblings and I who were picked up by a dump truck, so it may have stood out. But I didn't really care because there were lots of dump trucks elsewhere.

### What is it about dump trucks that you like?

I was drawn to it not because dekotora was cool, but because I thought the truck my father made was cool. Ishinomaki-style trucks usually have three and on (boards with lighting that feature the truck name, company name, place name, etc.), one of which usually says "Ishinomaki". Recently, there are truckers who come from other prefectures for work and return with "Ishinomaki" as a memorial.

### Tell us about your work. What do you usually carry on your dump truck?

Depending on the site, gravel or asphalt composite materials for paving roads are loaded to my truck and transported to the construction site. I make about four round trips a day. I wear boots and can suffer burns from the asphalt. It's not easy work and I often handle it alone. The hours are long from 7 in the morning to 5 in the evening. Upon returning, I wash my car to end the day.

### What do you do on your free time?

Sometimes I go out with my friends or go shopping. I wash my dump truck on my days off. I follow cool trucks on Instagram. I don't have a lot of hobbies. I don't listen to music at all, and I don't really follow celebrities on TV.

### Did you look up to any women truck drivers?

I didn't start this job because I thought it was cool for a woman to ride a dump truck, so I don't have any in particular.

### Are there a lot of female truckers in Japan?

There are many. I meet an increasing number of drivers in their

20s. Depending on what you carry, truck dumping is not too hard, even for a woman. Power is not necessary to carry earth and sand and crushed stones on site. For example, long-distance trucks that require you to load and unload luggage are difficult for women, but dump trucks can be loaded and unloaded automatically. In the truck industry, dump trucks are considered easy.

### If dump trucks are "easy", then which trucks are the most respected?

The trailer has a presence on site. It is very difficult to drive, and when backing up, the truck part that pulls the connected cargo swings 90 degrees. When it enters the construction site, everyone watches. People who are not skilled at it have to reverse into a spot several times, but those who are good at driving will enter in one shot. I think it's amazing to encounter such a scene while driving a dump truck. It's nice to be seen and noticed by everyone.

### Why do you think the number of female truckers have increased?

I started to see a lot more women after the earthquake. When I was a high school student, there was the Great East Japan Earthquake, so everyone was busy with the removal of rubble. After these earthquakes, there was a lot of work for reconstruction, as it was necessary to dismantle the damaged buildings, restore the roads, and transport the soil to rebuild the dike. After the earthquake, some women changed jobs from medium- and long-distance drivers to dump truck work, which is easier to do.

### What does being a woman mean to you?

I don't think it's just about caring for a home. I do what I want to do. I don't think raising a family is everything.

### Do you think you will do this job forever?

I am not thinking of changing jobs. I do want to be able to ride trucks all the time, and not just dump trucks.

### What are your future goals?

I am now driving a dump truck, but in the future I want to drive a trailer, as there are few female trailer drivers out there. When we put heavy machinery, such as an excavator, on a trailer and carry them to the construction site, we have to deal with every process by ourselves – not only driving a trailer, but also driving these heavy machinery and putting them into the trailer. To do that, it is necessary to have a driver's license for heavy machinery and a towing license. I want to be a truck driver who is able to handle all this work by myself.



## Operational Updates with Ronnie Kent, VP Operations

Summer is coming to a close and the weather has been exceptionally hot and dry. This has helped in keep cement steady and we still need to fill some trucks. More trucks that are filled, more service we can offer.

We have put in the new trucks and they have made an impact on breakdowns. Also, the new CNGs have been running in Calera and that has improved the usage there.

We have taken on a few short term jobs over this summer and have done a few more spread jobs as well. Lime is up and down depending on the usage. Running to asphalt plants has been steady and the paper mills has improved as we have not had as much bottleneaking with control of the number of trucks and working with the mills to keep the trucks spaced better.

Want to welcome a new dispatcher to the company. Jordan Edwards had taken on the night dispatch and has filled this area well. If you get the chance, stop in and welcome her aboard.

Schools have started by now so be careful of buses and those new inexperienced teenage drivers. Drive around them as if your family is riding with them. Also, be conscience of the time change coming. Get plenty of rest as your body clock will be off and will take a few days to adjust.

We are still having a few issues with drivers not cleaning out the tanks fully. After unloading take the time to bump every hopper down low around the valves to make certain no product is left in the hopper. We have had some trucks, especially new drivers, return back with as much as 6,000 lbs. still in tank. Depending on where and who your next load is going to, the chance of contamination can

occur. If you have product left due to the silo being full, DO NOT leave until you have talked to your dispatcher and they have talked to the customer. This could be a case of them just using some from the silo so you can finish unloading.

Another issue is leaving your valves open after unloading then going and loading with them open. Immediately this will fill your product line and when you go to pressure your tank, this can and will clog and before you can react, will blow the boot on the front hopper. Has happened twice this summer, so slow down and double check your unloading procedure, also, when you do have a leak, immediately shut your valve off then proceed to cut off blower and air to tank and product line. This keeps the spill to minimum.

We have some videos of mistakes with pressurized tanks for you to see and learn from. We preach watch your gauges and be attentive to your unloading for a reason. That is safety! You can be hurt and anyone close around. This is not to be taken lightly. Just one second of inattention to detail can be a bad situation that could have been avoidable.

Winter is around the corner so hopefully cooler weather will arrive. This brings on all new issues. Just be prepared for them.

THINK SAFETY!



Ronnie Kent

## Calera News Terminal with Manager Rick Mangrum



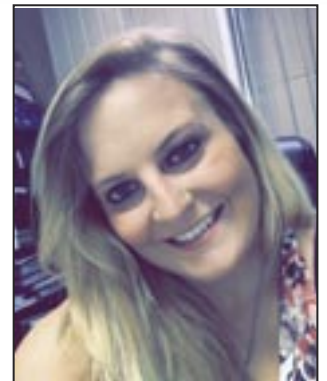
Rick Mangrum

I would like to welcome Jordan Edwards to our Calera night dispatch team. Jordan will be assisting all terminals after hours. Our Lime hauls are still up and down. We were awarded new business delivering lime to additional Asphalt Facilities throughout Georgia. Our end dump rock haul and Petcoke haul has remain steady. Our Cement is doing great due to good weather. We will continue calling our shippers and customers daily asking for more freight striving to increase revenue; and keep pushing for new hires to fill our trucks. Driver retention will always be a task that will require all to manage. Remember to always plan ahead before your trip; and always put safety first.

### (REMEMBER SAFETY STARTS WITH YOU)

\*\*\*\*\*

**Get to know Jordan:** My name is Jordan Edwards, I have a 4 year old daughter Skylynn and a 6 year old son Chevy. I have been around the trucking world pretty much my entire life my dad drove a truck and so did my grandfather. My grandfather actually drove for Evergreen when I was young. I never thought I would be a dispatcher here at Evergreen but I'm thankful that I am. I am thankful for this opportunity and I hope to continue to grow with the company.



Jordan Edwards

## FUEL REMINDER

Fuel at the Terminal Locations should be first priority. Then all Road Fuel Purchases are at Pilot and Flying J Truck Stops only.

# Mobile Terminal News with Manager Martin Holley-Smith



**Martin Holley-Smith**

Our overall business is going well. We continue to work on new business with more steady freight and have some success with lime runs and steady sand runs. Mobile has a new aggregate haul coming up, we expect this to increase our revenue and should keep us busy throughout the slow months. Cemex in the panhandle has been fairly steady with approx. 5-10 loads per day along with transfers from Demopolis to Prichard.

We are reminding the drivers, that we are in the customer service business. We must be courteous and respectful, as well as wearing the required PPE at all times. Being on time for pickups and deliveries is very important. Late deliveries reflect more on the company as a whole verses the driver; this also affects revenue which in turn af-

fects driver pay. Our customers expect their product when requested, and if we fail to do so then there is a possibility of losing customers.

Evergreen Transport LLC continues to strive for safe and compliant drivers and greatly appreciates our drivers that comply with company policies and customer policies. Being safe not only keeps the driver safe, it also keeps the company profitable.

**On a positive note:** Freight volume is increasing on a new account. We had great participation during Driver appreciation Week.



**Mark Lambert**

# Leeds Terminal News with Manager Mark Lambert

As 2019 continues to fly by, we have remained busy in Leeds and Demopolis. With summer coming to an end we show no signs of slowing down. National, Cemex and Lehigh project to be busy well into the winter. Cemex and MMC have continued to

give us all we can handle and then some. MMC has several large jobs planned that should carry us into next year. Martin, Chris and Stacy have been a tremendous help with handling the load volume with MMC. David has done a great job keeping all the trucks moving and keeping our customers happy. Sherman and Clint continue to get our equipment in and out of the shop and keep everything in running order efficiently.

# October Breast Cancer Awareness



**Calera office**



**Mobile Office**



**Evergreen Office**



**Chuck Talbot**

## Proper Maintenance, New Crash Review Procedures Can Help Boost CSA Scores

Every point counts for drivers and fleets under Compliance, Safety, Accountability (CSA), the Federal Motor Carrier Safety Administration's (FMCSA) data-driven safety compliance and enforcement program. Proper maintenance is one of

the best ways to minimize the risk of a violation. However, in some cases, a violation is beyond a driver's control, such as a truck crash when the driver was not at fault. While this type of event had resulted in points in the past, CSA has announced its plans to change this.

### Recording Crashes

FMCSA said it plans to make a demonstration program that allows truck crashes in which the driver was not at fault to be listed as "not preventable" in CSA scores permanently beginning in August.

"Based on positive feedback from industry stakeholders, the department will propose to make this demonstration program permanent," said U.S. Department of Transportation Secretary Elaine Chao, while speaking" at the 2019 Mid-America Trucking Show.

The U.S. Department of Transportation (DOT) launched its two-year Crash Preventability Demonstration Project on Aug. 1, 2017. Before the demonstration project, fatal crashes listed on a fleet's safety profile did not identify whether or not the carrier was at fault in the crash. Under the demonstration program, a crash that was deemed as non-preventable would mean the carrier's private Crash Indicator Behavioral Analysis Safety Improvement Category, or BASIC, score would be recalculated with the crash omitted.

FMCSA said eight types of crashes would be automatically eligible for a review, including a commercial motor vehicle being struck by a motorist driving under the influence, by a driver driving in the wrong direction, or when the commercial motor vehicle is legally stopped or parked.

FMCSA would also review crashes when the commercial motor vehicle (CMV) is struck in the rear as well as a crash that damages a vehicle after striking an animal in the roadway, a crash in which a vehicle is struck by objects such as falling trees or rocks and when a

vehicle is struck by cargo or equipment from another vehicle. It would also review crashes caused by an individual's attempt to commit suicide by stepping or driving in front of a CMV.

### Minimizing Violations

Regular maintenance as well as thorough pre- and post-trip inspections are one of the best ways to reduce violations at roadside inspections.

The top three violations at roadside inspections nationally in 2018 were an inoperable required lamp, clamp or roto-type brake out of adjustment, and operating a CMV without proof of a periodic inspection.

Some violations result in out-of-service orders, which negatively impact a carrier's CSA BASIC score, which could lead to a compliance review and may ultimately affect a carrier's Safety Fitness Determination rating, the Commercial Vehicle Safety Alliance said.

During the 2018 Roadcheck, the top vehicle out-of-service conditions were for brake systems, tires and wheels and brake adjustment.

Mike Hasinec, vice president of maintenance for Penske Truck Leasing, recently provided a list of items that should be checked regularly as a best practice. He suggested drivers as well as technicians:

- Check for fluid leaks
- Check for air leaks
- Ensure brakes are in adjustment – for vehicles with automatic slack adjusters, vehicles can be cited as out of adjustment even if they are on the verge of adjusting, but the hard application (over 90 PSI) several times should force-adjust any brakes that were close to adjusting
- Inspect trailer light cord and air lines for condition – and confirm there's no chafing
- Inspect glad hand seals on tractor and trailer for condition – and confirm there are no leaks
- Inspect tires for irregular wear and proper tread depth – steer requirement is 4/32-inch but a best practice is to look for 6/32 or better; the drive tire requirement is 2/32-inch but a best practice is to look for 4/32 or better
- Check all lights for being operational
- Check wipers
- Check both air and electric horns for proper operation
- Overall walk-around to check all fasteners (frame, wheel, etc.) for looseness or rust
- Ensure there is no broken glass



Evergreen has made huge strides in cybersecurity.

Cybersecurity is very important for any business and must be taken seriously even for your own personal protection and privacy safe guards. Over the last year we have and are continuing to make upgrades, here are the updated completions:

1. We are upgrading T-1's to fiber optics
2. We are upgrading firewalls for security protections.
3. We are backing up onsite and offsite.
4. We have virtual servers to limit down time in case of virus or ransomware
5. We verify updates with the offsite company and test.

## Purpose of cybersecurity

Cybersecurity measures should always be implemented to protect the data of small and large organizations and individuals. Even though significant security breaches are the ones that often get publicized, small organizations still have to concern themselves with their security posture, as they may often be the target of viruses and phishing.

## Why is cybersecurity important?

Cybersecurity is important because it helps protect an organization's data assets from digital attacks that could damage the organization or individuals if placed in the wrong hands. Medical, government, corporate and financial records all hold personal information. Security incidents can lead to losses in terms of reputation, money, theft of data, deletion of data and fraud.

## What cybersecurity can prevent

Cybersecurity helps prevent data breaches, identity theft and ransomware attacks, as well as aiding in risk management. When an organization has a strong sense of network security and an effective incident response plan, it is better able to prevent and mitigate cyberattacks. The process of keeping up with new technologies, security trends and threat intelligence is a challenging task.

## Types of cybersecurity threats

Cyber threats can take many forms, including the following:

- **Malware:** a form of malicious software in which any file or program can be used to harm a computer user, such as worms, computer viruses, Trojan horses and spyware.
- **Ransomware:** a type of malware that involves an attacker locking the victim's computer system files -- typically through encryption -- and demanding a payment to decrypt and unlock them.
- **Social engineering:** an attack that relies on human interaction to trick users into breaking security procedures to gain sensitive information that is typically protected.
- **Phishing:** a form of fraud in which falsified emails are sent that resemble emails from reputable sources; however, the intention of these emails is to steal sensitive data, such as credit card or login information.

## Cybersecurity threat vectors

A threat vector is a path or means by which a hacker can gain access to a computer or network server to deliver a payload or malicious outcome. Attack vectors enable hackers to exploit system vulnerabilities, including human operators. Popular attack vectors include the following:

- USB sticks and other portable storage devices
- unsupported browser extensions
- infected websites
- orphan accounts
- malvertisements
- online quizzes and personality tests

## Elements of cybersecurity

It can be a challenge in cybersecurity to keep up with the changing security risks. The traditional approach has been to focus resources on crucial system components. Today, ensuring cybersecurity requires the coordination of efforts throughout an information system, which includes the following:

- **Application security:** Minimize the likelihood that unauthorized code will be able to manipulate applications to access, steal, modify or delete sensitive data.
- **Information security:** Protect information assets, regardless of how the information is formatted or whether it is in transit, is being processed or is at rest in storage.
- **Network security:** Detect, prevent and respond to threats through the use of security policies, software tools and IT services.
- **Business continuity planning (BCP)/disaster recovery planning (DRP):** Maintain or quickly resume mission-critical functions following a disaster.
- **Operational security (opsec):** Classify information assets, and determine the controls required to protect these assets.
- **End-user education:** Provide directives that describe what actions employees must take -- or avoid -- in order to protect corporate assets.

## Benefits of cybersecurity

The benefits of implementing cybersecurity initiatives include the following:

- business protection against malware, ransomware, phishing and social engineering;
- protection for data and networks;
- prevention of unauthorized users accessing digital assets;
- improvement of recovery time after a breach;
- protection of endusers and their personally identifiable information.
- improvement of confidence in the organization.

## Cybersecurity challenges

Cybersecurity is continually challenged by hackers, data loss, privacy, risk management and changing cybersecurity strategies. Nothing currently indicates that cyberattacks will decrease. Moreover, with an increased number of entry points for attacks, more strategies for securing digital assets are needed to protect networks and devices.

One of the most problematic elements of cybersecurity is the continually evolving nature of security risks. As new technologies emerge and existing technology is used in new or different ways, new avenues of attack are developed as well. Keeping up with

***Cyber Security, continued on next page***



**Gil Davison**

We have heard that Evergreen Transport employs quite a few great cooks. Since we're all family, we thought it would be nice to share some of our favorite recipes. We understand there are some secrets which people just don't share, so share with us what you can! We want to feature one or two of these recipes in each of our future publications of ET Views and News.

Since our next publication will be in the Spring, please submit recipes that we can enjoy throughout the Spring and Summer.

Because Fall is near (yeah, right?), I'm going to share one of my favorite soup recipes. It's quick and easy!

Please submit recipes to Sharon Cook — [sharon@evergreentrans.com](mailto:sharon@evergreentrans.com) or turn them in at your terminal, and have the office personnel scan and e-mail to me.

Don't wait! Go ahead and submit those recipes, so we can start sharing them!

# Recipe Corner



## Collard Green Soup Sharon Cook

- 1 Lg can collard greens
- 1 can chicken broth
- 1 can Rotel
- 1 can black-eyed peas, drained
- 1 can navy beans, drained
- 1 can pinto beans, drained (or any bean you prefer, i.e. kidney)
- 1 Lg onion (chopped)
- 1 lb smoked sausage (Cut into bite-sized pieces)

In large pot, add first 6 ingredients. Saute sausage, cut into bite-size pieces with chopped onion until sausage is browned. Add to pot. Heat for 30 minutes or longer to blend flavors. Serve with hot cornbread.

## Cyber Security & Network Vulnerability *Continued from previous page*

these continual changes and advances in attacks and updating practices to protect against them can be challenging to organizations. This also includes ensuring that all the elements of cybersecurity are continually changed and updated to protect against potential vulnerabilities. This can be especially challenging for smaller organizations.

Additionally, today, there is a lot of potential data an organization can gather on individuals who take part in one of their services. With more data being collected, the likelihood of a cybercriminal who wants to steal is another concern. For example, an organization that stores in the cloud may be subject to a ransomware attack and should do what it can to prevent a cloud breach.

Cybersecurity should also address end-user education; as employees may accidentally bring a virus into a workplace on their work computer, laptop or smartphone.

Another large challenge to cybersecurity is the staffing shortage. As growth in data from businesses becomes more important, the need for more cybersecurity personnel with the right required skills to analyze, manage and respond to incidents increases. It is estimated that there are 2 million unfilled cybersecurity jobs worldwide. Cybersecurity Ventures also estimated that, by 2021, there will be up to 3.5 million unfilled cybersecurity jobs.

### Automation

- correlating data by organizing it, identifying possible threats and predicting an attacker's next step;
- detecting infections by implementing a security platform that can analyze data and recognize threats;

- generating protections without putting a strain on resources; and
- Continually auditing the effectiveness of protections in place to ensure they are working.

Vendors in cybersecurity fields will typically use endpoint, network and advanced threat protection security, as well as data loss prevention (DLP). Three commonly known cybersecurity vendors are Cisco, McAfee and Trend Micro.

Cisco tends to focus on networks and enables its customers to utilize firewalls, virtual private networks (VPNs) and advanced malware protection, along with supporting email and endpoint security. Cisco also supports real-time malware blocking.

McAfee makes cybersecurity products for consumers and enterprise users. McAfee supports mobile, enterprise clouds, network, web and server-based security. Data protection and encryption are also offered.

Trend Micro is an antimalware vendor that offers threat protection for mobile, hybrid clouds, SaaS and the internet of things. Trend Micro provides users with endpoint, email and web security.

As the cyber threat landscape continues to grow and new threats emerge, individuals are needed with skills and awareness in both security hardware and software.

IT professionals and other computer specialists are needed in security jobs, such as the following:

- **Chief information security officer (CISO):** This individual implements the security program across the organization and oversees the IT security department's operations.

# Evergreen celebrates Driver Appreciation





# Evergreen celebrates Driver Appreciation



# Notice of Open Enrollment

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.

## Terminal Schedule for Open Enrollment

Mobile	Evergreen	Calera	Leeds
Nov 18th	Nov 19th	Nov 20th Nov 22nd ½ Day	Nov 21st

## Repercussions of Out of Route Miles

Traveling miles out of route is a dilemma that occurs too often in our industry. When a driver strays from their route to or from their destination, it automatically creates an adverse effect for the driver, all employees, and the company as a whole. Not only will the driver be charged for their poor decision to travel out of route, but it has created additional fuel cost, tire wear, miles, time, and reduced revenue for the company.

Below I have used an actual load event, which demonstrates the negative financial impact that resulted when the driver traveled out of route.

*This particular load traveled 348 miles round trip, and the driver was paid \$198.94. The average speed is based on 50 miles per hour, which equates to 7 hours of actual driving time. If calculated on an hourly wage, the driver is paid \$28.42 per hour. When calculated on mileage wage the*

*driver makes .57 cents per mile.*

*Unfortunately, when this driver unloaded he traveled to his home before returning back to his home terminal. This poor decision, not to mention breaking company protocol, caused the driver to drive an extra 110 miles. By traveling this additional 110 miles, it increased the drive time to 9 hours, and reduced the driver's wage per hour from \$28.42 to \$22.10. His mileage wage was reduced from .57 cents per mile to .43 cents per mile. Also, it decreased the invoiced load amount by \$176.00, which negatively impacted every company employee.*

Hopefully, the expense factors above explain the financial impact this problem creates for the company as a whole. This is why it is imperative that all drivers must get authorization to travel out of route.

# Evergreen Anniversaries

## 10 YEARS

CHARLES TALBOT  
CHARLES COLVIN  
BOBBY COLVIN  
MELVIN ETHEREDGE  
WAYNE STALLWORTH  
CHARLES HUGHES  
EDDIE BETTIS  
FONDELL SMITH  
JOHNNY RATLIFF  
WILLIE BATCH  
JAMES LONGACRE  
DANNIE CHILDERS  
JAMES MCNEIL  
EDWARD BENSON  
EDWARD LANEAUX  
DAVID CROW  
FRANK MILLER, III  
JOAN DAVIS  
DEBORAH KENDRICK  
RODNEY PADGETT  
FRANK MILLER  
TERESA COVIN  
ELAINE BOOKER  
DEBRA GRIMES  
ROBERT PHILLIPS

## 10 YEARS (cont.)

MICHAEL CHRISTIAN  
RUDOLPH MANGRUM  
DUSTIN ODOM

## 9 YEARS

GARY HOLSOMBACK  
JOE JOHNSON  
MICHAEL MEEHAN  
WESLEY JOINER  
PERRY NUNN

## 8 YEARS

CHARLES RINEHART  
DARRIUS CRAIG  
WILLIAM DAVISON

## 7 YEARS

JAMES JONES  
JOSEPH HENDERSON  
MEREDITH STREET, JR

## 6 YEARS

DENNISON KIRKLAND, JR.  
MARK LAMBERT  
JOSEPH JOHNSON, JR.

## 5 YEARS

JED MCGHAR  
CHRISTOPHER WILLIS

## 4 YEARS

WALLACE INGRAM  
JENNIFER GREE

## 3 YEARS

JAMES BOUNDS  
TIMOTHY BLEVINS  
PRISCILLA RICHARDSON  
BRANDON MCGHAR  
PATRICK JOHNSON  
CLINTON MILLER  
WILLIAM HOCUTT

## 2 YEARS

FREDDY TAGGART  
JONATHAN OLDS  
ELMORE WILLIAMS  
JAMES WILLIAMS, JR  
JEQUARIS MCCANN  
VALERIE BROWN  
JOHN BLANKENSHIP  
JASON BENTLEY  
JOSEPH PATE

## 1 YEAR

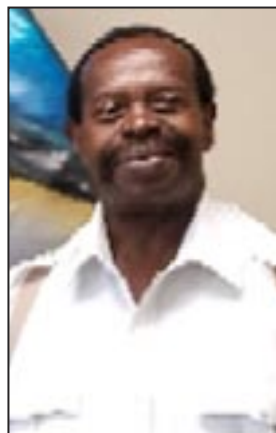
STEVEN EDDY  
TRYSTAN HALL  
MICHAEL HARDY  
JAMES STEWART  
JAMES DAVIS  
REGINALD SIMMONS  
JOE WASHINGTON III  
JERALD BERSANTI  
MARQUIOUS PIERCE  
JOSEPH MARTIN  
DELINSKI BANKS  
ADELBERT ROBERTS  
MITCHELL KELLEY, JR.  
REGINALD CONNER  
MATTHEW PINION  
TRYSTAN HALL  
STACY WALKER  
JONATHAN LANGLEY  
JERALD BERSANTI  
NICHOLAS CALFEE  
JASON FRYE



## Congratulations!

Meet Jamie Lynn Booker, granddaughter of Elaine Booker in the Recruiting Department in Evergreen.

Born July 1, 2019, Jamie weighed 6 lbs. 10 oz., and was 18 in. long.



## Congratulations!

We all would like to wish Joe Washington a very happy retirement.

Joe was one of the original drivers to come to Evergreen Transportation, and then transferred over to Evergreen Transport LLC.

He has been a blessing to the company and to our customers as well.

We wish him the best for his retirement.

Thank you, Joe, for all the years!!!!

# Evergreen Birthdays

## NOVEMBER

LYDIA POWELL	11	2
HANK MORRIS	11	3
JAMES CLECKLER	11	4
BRANDON MCGHAR	11	5
JOHN GRAYSON	11	5
WREATH BURGESS	11	8
NICHOLAS CALFEE	11	8
SELENE GANDY	11	9
KIMBERLY HARDIN	11	9
KARLA WARD	11	9
JOSEPH HENDERSON	11	10
JASON FRYE	11	10
VENSON MAULDIN	11	11
JAMES DAVIS	11	13
WILLIE BATCH	11	20
PRISCILLA RICHARDSON	11	20
WILLIAM DAVISON	11	21
TIMOTHY BLEVINS	11	22
SHERMAN RICH	11	28

## DECEMBER

WILLIE MAY	12	1
ERIC GLASS	12	2
RODNEY PADGETT	12	3
KEEGAN CAMPBELL	12	6
DEMETRICE BLACKMON	12	7
PERRY NUNN	12	10
GARY HOLSOMBACK	12	11
OSCAR HARRINGTON	12	13
CHRISTOPHER LOWERY	12	13
CHARLES RINEHART	12	15
MICHAEL MEEHAN	12	16
CHARLES COLVIN	12	17
ROBERT PHILLIPS	12	20

## DECEMBER (cont.)

DELINSKI BANKS	12	25
ROBERT CALDWELL	12	27
GEORGE YOUNG, JR	12	28

## JANUARY

VALERIE BROWN	1	1
DENNISON KIRKLAND, JR.	1	3
JONATHAN LANGLEY	1	5
ADRIAN MONROE	1	7
JAMES BOUNDS	1	8
ROBERT JOHNSON	1	8
TEARS RICHARDSON	1	11
WINDHAM CAMPBELL	1	11
JERRIC COLEMAN	1	13
KENYA TAYLOR	1	15
WARREN NICHOLAS	1	16
JAMES LONGACRE	1	16
JIMMIE DUNCAN	1	17
DEBORAH KENDRICK	1	19
DAVID CROW	1	20
ANTWAON JACKSON	1	25
CHARLES DAUGHERTY	1	31

## FEBRUARY

ADELBERT ROBERTS	2	4
ARTHUR LEE, JR	2	7
LEE CROWLEY	2	7
DARRIUS CRAIG	2	9
AMANDA TEW	2	10
MAE LONDON	2	15
KAITLYN LUCAS	2	17
CHARLES HUGHES	2	19
FREDDY TAGGART	2	22
JONATHAN OLDS	2	23
JAMES JONES	2	24

## MARCH

MICHAEL ANDREWS	3	2
KARON KING	3	2
MARK LAMBERT	3	2
LEKEDRICK JIMERSON	3	4
STEVEN LEE	3	6
MITCHELL KELLEY, JR	3	7
WAYNE STALLWORTH	3	8
JOE JOHNSON	3	11
ANDREW JOHNSON, JR	3	15
WILLIAM GUNN	3	16
BEN POWELL	3	18
SHENIKA MATTHEWS	3	21
DEBRA GRIMES	3	23
DANNIE CHILDERS	3	31

## APRIL

JAMES STEWART	4	3
DESMOND ANDRY	4	4
JARVIS GIVNER	4	4
LUKAS PLOCHARCZYK	4	4
VINCENT FAIR	4	6
MEREDITH STREET, JR	4	7
WENDELL THOMPSON	4	8
WILLIAM NEALS	4	8
SHAWN CROCKETT	4	13
REGINALD JONES	4	14
MONROE COLLUM	4	15
KENNETH HOLMAN	4	17
REGINALD HOPKINS	4	17
ROGER RILEY	4	22
JOHN BLANKENSHIP	4	27
LINDY LANE	4	29

# Welcome Aboard

ROGER RILEY  
 KELVIN BENISON  
 ADRIAN MONROE  
 JORDAN EDWARDS  
 MAE LONDON  
 JAMES CLECKLER  
 WINDHAM CAMPBELL  
 SHAWN WAKEFIELD  
 TIMOTHY CUTTS  
 DARNELL BROWN  
 CHRISTOPHER RICHARDSON  
 MICHAEL STEWART  
 WILLIAM NEALS

NOAH SNYDER  
 STANDRICK KYSER  
 JOSHUA MCCULLEY  
 KEEGAN CAMPBELL  
 BEN POWELL  
 REGINALD HOPKINS  
 AMANDA TEW  
 KARON KING  
 TAVONTA AUTREY  
 LEE CROWLEY  
 ANTWAON JACKSON  
 VINCENT FAIR  
 JOSEPH LANGSTON

WILLIAM GUNN  
 JOHN PARKER  
 LYDIA POWELL  
 SHAWN CROCKETT  
 JOHN GRAYSON  
 STEVEN LEE  
 KENNETH WILLIAMS  
 MAKALAH CHILDS  
 SHENIKA MATTHEWS  
 RODNEY JOHNSON  
 WILLIAM GUNN  
 JOHN. PARKER