

EVERGREEN

TRANSPORT, LLC.

4th Quarter

Edition 1

Evergreen President David Wildberger

Our President, David Wildberger, represents the true meaning, of “starting at the bottom, and working your way up.” David began his Transportation career in 1989.

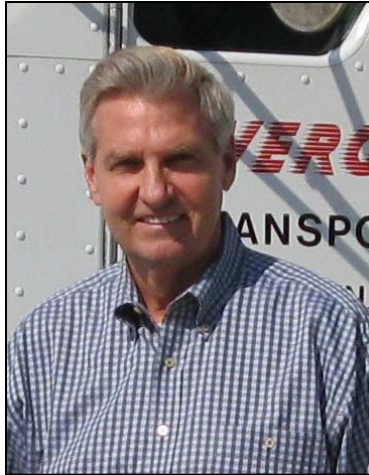
This was the year that Evergreen Transportation had its meager beginnings in a borrowed office in Pritchard. David’s duties varied from dispatching drivers, to sweeping out trailers.

When asked how he learned the business, Mr. Wildberger will quickly tell you that he learned, and is still learning, from Mr. Poole, also his Father-in-law. His fondest memory is one from his first year when Mr. Poole literally sat on the floor in David’s home, and spread-out all of the dispatching loads and drew a map to explain the process.

David will always tell you that he learned from the guru of transportation, Mr. Poole.

David later became Mobile’s Terminal Manager. Those were very productive years for the business, as well as for David’s overall growing knowledge of the industry.

His next challenge was the promotion to Vice-President. He began making the drive to Evergreen, at least three days per week. His duties varied, but his main responsibility was the waste division. This was a very unpredictable part of the business. There were daily



David Wildberger

problems and many trips to Atlanta.

In July of 2004, Evergreen Transportation was sold. Within one year, David was promoted to President of the company after Patrick Poole retired. Unfortunately, the next few years brought chaos and uncertainty to the business, due to a bad economy and the new owner’s inexperience in the trucking industry. Sadly, in September of 2008 Mr. Poole and David resigned from Evergreen Transportation.

In 2009 David had an unexpected call from a very reputable and ethical businessman, who had acquired controlling stock in Evergreen Transportation.

He wanted the help of David and Mr. Poole to try to save the company. However, the company was finally forced to file for bankruptcy. Fortunately, with this businessman and several other investors, Mr. Poole and David were able to buy some of the assets of the old company. This endeavor took six months and endless hours of legal challenges.

In January of 2010, a new company, Evergreen Transport, LLC was open for business! In two and one-half years Evergreen Transport has made great strides under the leadership of Mr. Poole

Continued on page 2

Evergreen’s Founder Walter Poole

World War II ended in 1945. This was a time of celebration and great relief. It also was the year that Walter Poole began his illustrious career in transportation. Mr. Poole had served in the war as a Merchant Marine. During those years he was very frugal and saved most of his money. Upon his return, he gave some of his savings to his mother, and bought a used truck with the remainder. This was the humble beginnings of the great American dream for this transportation icon.

Mr. Poole first transported gravel, then cotton and fertilizer. In the beginning he was a one-man operation. He later added one driver, then eventually several others. He began taking care of everything from the accounting and billing, to the dispatching of the drivers. At this point, he had a small office and was learning the business as it grew.

In 1983, Mr. Poole sold the business to I.U. Industries out of Pennsylvania. His modest one-man operation had become the



Founder, Walter Poole

largest privately held transportation company in the country, with 1500 trailers and 850 trucks generating \$75 million of revenue per year. After 38 years in the transportation business, he thought it time to retire. Within a few years he was quite restless as was his son, Patrick. They were both anxious to start another company. Hence, Evergreen Transportation was born. Once again, they began a new company with modest surroundings. Their office was a portable building.

In 2004, with 500 trucks and 800 trailers, Evergreen Transportation was sold. Unfortunately, the bad economy and inexperience of the new owners led to Evergreen Transportation, Inc. filing for bankruptcy. Luckily, a knowledgeable group of businessmen had been working to preserve as much of the company and as many jobs as possible.

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Calera Terminal with Manager Jason Bentley

Everything is going well at the Calera terminal. Our freight business continues to be very busy and the urgency to handle it all continues to be our top priority. We have been adding new drivers weekly to increase our fleet. Evergreen drivers, remember Calera has a full service shop that is open from 7am until 2am Monday –Friday and on Saturdays 7am until 12noon for your needs.

Our Calera Terminal operation office is open 24/7. All after hours “Empty Calls” companywide can be handled by calling Calera operations as well as any problems you may encounter afterhours.

A note from Calera Safety, all drivers please remember to be safe and to pay close attention to all safety rules and regulation

in-plant as well as on-highway safety.

We are proud of our progress at our Leeds terminal. It has been an ongoing adventure for all. We have a service shop and fuel island at Leeds. Skip and the guys will be more than glad to assist you if needed. Drivers that load at any of the plants in Calera or Leeds are required to top off your fuel before leaving out on your trip. For the ones that don't know our Leeds terminal is just minutes off of Exit 147 I-20 toward Leeds. Call if you need directions.

We are excited about Evergreen's future and look forward to all the challenges that come with progress. As a part of the “Evergreen Transport Team” we are ready.

Mobile Terminal with Manager Rick Mangrum

Mobile is growing slowly as we continue to seek new business. If there is one thing I have learned being a salesman, it's not only hard to find new business with the economy the way it is, but even harder to hold on to the existing business because of the growing competition. Mobile has just signed a three-year dump contract with Tindall Precast in Moss Point, MS. Tindall prefabs concrete bridge trusses and concrete walls for parking garages and buildings. We currently have 5 trucks and trailers dedicated to Tindall, and hope to build and maintain a good relationship together as the years pass. Cement and fly ash have always been the main source of revenue for our

Mobile terminal. But, as we all know, until the economy turns around we have to venture into other areas of freight hauling.

I think our dump haul will increase in the near future. We have also signed a contract with Ascend Performance Material in Gonzalez, FL. Ascend specialized in plastic pellets for use in medical and other plastic products. We currently have 10 trucks and 21 trailers operating just for Ascend and growing every month.

We would like to thank everyone for their dedication and hard work in making Evergreen Transport, LLC a successful company.

Jackson Terminal with Manager Larry Yeargan

All is going well at the Jackson terminal. We have added one new driver and his name is Wayne Fralick. He has come right up to par with the other more experienced drivers very quickly and we're proud to have him on board with us in Jackson.

We are currently working on getting our yard leveled off.

Our new Mechanic, Matt Owens has done an exceptional job organizing the parts room, inventory and shop area and is doing a great job maintaining the Jackson equipment.

PowerSouth is currently burning natural gas instead of coal but I think as time moves forward, we'll see natural gas prices rise

which will help increase the volume of coal being used that produces the synthetic gypsum we move to Cemex and Holcim and they will also need more Limestone for their coal filtering process.

I want to thank Calera and the Mobile folks for helping us out when we get in a pinch. There have been times we would not have been able to meet our customer demands if you guys hadn't pitched in and bailed us out of a hole. Thanks again.

We'd also like to thank Evergreen for the Driver Appreciation dinner and prizes provided. I know our drivers enjoyed the get together.

President *Continued from page 1*

and Mr. Wildberger to restore its integrity and business leadership in the transportation industry. Even though several other stockholders, who have a wealth of business knowledge, work behind the scenes, they support David in whatever way needed.

On a personal note, David is married and has two grown children. He loves to fish and simply be close to the water.

Mr. Wildberger has no retirement plans for the immediate future. He attributes his success to endless hard work, Mr. Poole's example of ethical tenure, and the employees who have been dedicated to Evergreen's success.

Founder *Continued from page 1*

They bought assets from the old company; and, the day after Evergreen Transportation, Inc. ceased operations, they opened Evergreen Transport, LLC.

Mr. Poole's success in business lies in his business philosophy. He never asks an employee to do a job that he wouldn't do himself, but he also expects his employees to do the job the way that he would do it. Mr. Poole has three rules in business:

1. Never take a load that is unprofitable;
2. Always look for dedicated service; and
3. Always keep your word.

These three simple rules have served him well.

Top 5 Maintenance Violations

Vehicle maintenance violations are a huge threat to a carrier's safety record. There are close to 200 separate violations on FMCSA's list of point-carrying infractions, and many carry ratings of 5 points or higher. Obviously, some are more common than others, but for a roadside inspector, finding violations on a commercial vehicle is like shooting fish in a barrel. It depends on how diligent they are and how badly they want to write up a driver, said Annette Sandberg, former FMCSA administrator and now CEO of a safety consulting firm called TranSafe.

"Any inspector can pull over any truck and find a violation," she said. "It's big equipment that's used in a strenuous environment; things can jiggle loose, they break. If inspectors want to be picky, they will find a violation."

The Vehicle Maintenance BASIC is also one of the hardest areas for carriers to improve because of the frequency of the violations and relative ease at finding them. It's one where carriers can use all the help they can get.

Here's a list of the 5 most common vehicle maintenance violations discovered in roadside inspections:

1. Inoperative required lamps. Non-working headlamps, tail lamps, and turn signals.
2. No or defective lighting. Missing or defective lighting such as retro-reflective striping or projecting lighting such as rotating beacons on oversize loads.
3. Inspection/repair and maintenance, parts and accessories. Defects discovered by an inspector but not noted on the driver vehicle inspection report (DVIR).
4. Tire tread depth less than 2/32 inch. Fleets normally take three tread depth measurements around a tire and average them out for tire wear analysis, but DOT inspectors can cite a tire with any single spot worn to less than 2/32, which could include flat-spotted areas.
5. Oil and/or grease leak. This one is self-explanatory and illustrative of the challenge that fleets have in keeping the Vehicle Maintenance BASIC clean.

There are also several brake violations on the Top 10 List. They are serious, and almost all brake violations are worth 10 points.

Open Enrollment schedule announced

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
- Voluntary Life Insurance
- Flexible Spending Account and Dependant Care Spending Account
- Short Term Disability, Accident Coverage, Term and Universal Life
- 401K Plan

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. We realize that the cost of health insurance has risen dramatically in the last few years. At the present time, there will be no change in the cost or benefits of our health and dental care. 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 month of December. The schedule of when someone is going to be available at each location is included at the end of this article.

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. Forms will be available at all terminals. If you can not make it to one of the terminals you may contact Debbie Grimes for a form.
- **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. All forms will be provided at all of the terminal locations. If you cannot make it to one of the terminals you may contact Debbie Grimes for the forms.

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 2013!

Schedule for Open Enrollment

Tuesday, Dec. 11th Mobile Terminal	Wednesday, Dec. 12th Jackson /Evergreen
Thursday, Dec. 13th Calera Terminal	Friday, Dec. 14th Leeds Terminal

Why you need to save for your retirement?

Importance of Investing in your Future.

1. Automatic Savings

Since Americans tend to be poor savers, this turns out to be an excellent reason to invest in a 401k. Once you decide how much to contribute, the money is automatically taken out of your paycheck each pay period. No discipline required!

2. Tax Breaks

Your contributions are pre-tax which reduces your taxable income. This means that, by contributing to a 401k, you are paying yourself more and Uncle Sam less. What a concept! Even without a company match, tax savings make participating in a 401k plan a wise decision. Your contributions also grow tax-free which leads to compounding interest.

3. Compounding Interest

This concept refers to earning "interest on interest". Since your investments are earning interest and growing tax-free, your earned interest remains in the 401k, allowing it to add to your account value and earn more interest. This snowball effect is referred to as "triple compounding."

4. Dollar Cost Averaging

This strategy reduces volatility by purchasing shares of your selected investments in fixed dollar amounts at regular intervals regardless of which direction the market is moving. When share prices go up, you will buy fewer shares at higher prices. When share prices go down, you will buy more shares at lower prices. In other words, you are reducing the average "dollar cost" of your investments.

5. Investment Choices

Your 401k can give you access to quality investments that, outside of a 401k plan, normally require high minimum purchases just to get started. Most 401k plans offer several investment choices that are typically mutual funds in diverse categories.

6. Higher Contributions Than an IRA

For 2012, the IRS allows a \$17,000 (\$5,500 in addition if you will attain age 50 during the year) tax-deferred maximum yearly contribution in 401(k) plans.

7. Portability

Even if you are not 100% vested in the company match, your personal contributions are always 100% vested and you can take your 401k with you after leaving your employer. You may take a cash distribution or "rollover" your account into an IRA or your new employer's 401k plan.

8. Professional Advice

Most investors make their biggest mistakes based on emotion and their best decisions based on logic. It is wise to seek the skilled advice of a professional who can look at your overall account with a logical perspective. Make a point to contact your advisor periodically. Being a participant of a 401k plan gives you the rare opportunity to get free advice from a licensed investment advisor.



9. Retirement

Let's face it, Social Security is not enough to live on during retirement. Take advantage of the huge benefits of the 401k plan and start saving as much as you can now!

The combination of investments you select has the greatest impact on the growth of your money. There are three major types or classifications of investments to understand. Being able to understand these basics will put you well on the way to preparing for your financial future.

3 Major Types of Investment Options:

Stocks: Stocks represent shares of ownership in a public company. The market value of a stock is determined in large part by the success or earnings potential of the company. Historically, stock investments have provided the highest long-term returns when compared to other major investment options. Stocks also have the highest level of risk, since their price movement can be unpredictable and can fluctuate widely.

Bonds: A bond is simply a loan from an investor to a corporation or government. The borrower pays interest over a specified period of time to the investor and pays back the principal at maturity. There are 3 major types of bonds, Corporate, Municipal, and Treasury. Treasury bonds are issued and guaranteed by the U.S. Government. Municipal bonds are issued by local and state municipalities. Corporate bonds are issued by companies. Bond prices will fluctuate with movements in interest rates and other factors.

Cash: Cash and money market, or fixed interest securities, are short-term interest bearing investments. They generally provide a lower return with less risk. Some conservative funds are also called stable value funds because the money you put into them generally will not fluctuate up or down. The greatest risk may come from the potential inability of cash to provide long-term returns greater than the rate of inflation, thereby decreasing the investor's purchasing power over time.

Each different type of investment carries a level of risk and reward. Generally, the greater the risk, the greater the potential return. It also means you are exposed to the greatest risk of loss.

DIVERSIFYDiversification simply means spreading out your money among different types of investments that have different characteristics. This is often called "Asset Allocation".

Generally, when one type or class of investment does well, another type or class may not. For instance, when stocks perform well, typically, bonds do not. It is important that you consider investing in different types of assets. This may allow you to lower your total account risk when a goal of experiencing smoother overall investment performance.

If you need help getting started, please call Sharon Cook at our Evergreen Terminal and I will be glad to give you all the information to help you get started! We will also have enrollers available during our annual benefits open enrollment at each terminal. Look for dates to be posted at terminals and in your payroll checks.

Birthdays for October, November, December

October

BARKER, JR. WILLIAM S.	10	20
BLALACK, CYNTHIA D	10	6
BOOKER, ELAINE	10	6
BOWMAN, KEVIN L	10	16
CHRISTIAN, MICHAEL C.	10	29
COX, RANDY	10	30
DAGG, GARY M.	10	4
DILLARD, BOB R	10	9
EATMON JR, STUART H.	10	14
ETHEREDGE, MELVIN D	10	5
GARRETT, DONELL F.	10	13
HOOKS, ANDREW	10	23
JOHNS, KRISTOPHER N.	10	18
SULLIVAN, ROBERT F.	10	28
THRASH, JAMES L	10	25
VANDERSLICE, EMMETT P.	10	13
VERRETT, HARRY J.	10	11

November

BATCH, WILLIE J	11	20
BEARD, JIMMY L	11	14
BORDEAUX SR, DONALD D.	11	9
BURGESS, WREATH S	11	8
BUSBY, CHAD E.	11	8
CANNON, CHRISTOPHER L.	11	29
CATON, ROGER L	11	18
COOK, SHARON T	11	25
COSTON, CLIFFORD D.	11	21
DAVISON II, WILLIAM G	11	21
HARDIN, KIMBERLY A	11	9
HARRIS, ERIC B	11	6
JONES, MICHAEL S.	11	16
MCDANIEL, DANIEL R.	11	13
MORRIS, HANK G.	11	3
PEARSON, HARRY G.	11	24
RICHARDS, MICHAEL	11	24
RYLANT, JOHN E.	11	17
TRAY III, PETER C.	11	19
VANCURON, MICHAEL A.	11	30
WARD, KARLA B	11	9
WATSON JR, THOMAS R	11	10
YEARGAN, REAGAN L	11	15

December

ADAMS JR, EUGENE	12	6
COLLIER, FRANK H	12	20
COLVIN, CHARLES E	12	17
ERGLE, PHILLIP W	12	7
GOGGANS, DONALD L.	12	23
HARRINGTON, OSCAR	12	13
HOLSOMBACK, GARY	12	11
KENT, RONALD K	12	27
MAY, WILLIE C.	12	1
MEEHAN, MICHAEL S.	12	16
NUNN, PERRY	12	10
PADGETT, RODNEY A	12	3
PHILLIPS, ROBERT R.	12	20
PRYER, REGINALD D.	12	27
RINEHART, CHARLES W.	12	15
SCOTT, RONALD R	12	7
SPENCE JR, JIM H	12	12
TYUS, STEVE A	12	13
VARDAMAN, KEITH	12	7
WASHINGTON, JOE L	12	3

Anniversaries

2 Year Anniversary

HOLLEY-SMITH, MARTIN O.
 WILDER III, NATHANIEL
 HESTER, JIMMY D.
 NUNN, PERRY
 WILLIAMS, LYNN

1 Year Anniversary

ETHERIDGE, PATRICK O.
 LOCKHART, THOMAS E
 MENELEE, CEDRIC B.
 VANCURON, MICHAEL A.
 RACHELS, PHILLIP D.
 CHILDS, MAX RANDOLPH
 ORR, JAMES M.
 CRAIG, DARRIUS A.
 GOGGANS, DONALD L.
 WILLIAMS, JOE L.
 OLDS JR, ROBERT L.
 VANDERSLICE, EMMETT P.
 TRAYWICK, WILLIAM P.
 GULLETT, JOHN M.
 DAVISON II, WILLIAM G
 OWENS, MATTHEW E
 SMITH, GREGORY T.
 COLVARD, HERCIAL L

Driver Appreciation Week celebrated

Evergreen Transport LLC was proud to participate in "Driver's Appreciation Week".

We had steaks at all terminals and there were plenty of prizes given away. Everyone had a great time. We appreciate you.

Also check us out on Facebook for all the driver appreciation pictures, and other information about Evergreen Transport LLC.

Ronald K. Kent
Evergreen Transport LLC
V. P. Operations



Mobile Prize Winners

- Benjamin ThomasPAI Flashlight
- Robert PhillipsCobra 50th Anniversary CB
- Arthur CampbellKenworth Evergreen Transport Truck
- Darrell RiversComdata Cap
- Mitchell BolesKenworth Shirt
- George JonesComdata Shirt
- David BarnesMobil 1 gift bag
- Rodney HayesPAI Knife
- Patrick EtheridgePAI water bottle
- Robert Dixon \$25 Visa gift card
- Chad Busby \$25 Outback gift card
- Mark WalkerKenworth Cap
- James McNeilVolvo Bag
- Gerald HamracColumbus Tire Shirt
- Michael ScottKenworth Cap
- Eddie BettisGolf Balls
- Joe JohnsonGPS
- Bobby DaffinKenworth Cap
- Gregory WilliamsColumbus Tire Shirt
- James CallowayPAI Camo Bag
- Max ChildsKenworth Shirt
- Omar JonesKenworth Truck
- Edward Laneaux \$25 Visa gift card
- Paul HensonComdata Cap
- Calvin WrightKenworth Cap
- Herbert HarmerFleetpride Bag
- Adam MoseKenworth Cap
- Gregory KaiserKenworth Shirt
- Martin Holley-SmithComdata Shirt
- Willie MayColumbus Tire Shirt
- Ben PowellColumbus Tire Shirt
- Joe Washington \$25 Olive Garden Gift Card
- Micah LindseyComdata Cap
- Paul GanttKenworth Shirt
- Raymond MoranKenworth Cap
- Tony HinmanColumbus Tire Shirt
- John HarrisWard Shirt
- Roger RileyMobil 1 gift bag
- Robert FralickPAI Multi Tool
- Harry VerrettCobra 29 LTD Classic CB

Don't forget the
"Name the Newsletter"
Contest!!

Submit your entries to
Karla Ward
karla@evergreentrans.com
or 251-578-5000

Calera Prize Winners

Homer McCartyGrab Bag
 Hank MorrisComdata Cap
 Raymond JacksonKenworth Cap
 Jesse SullivanKenworth Cap
 Michael MeehanKenworth Cap
 Donald ReachColumbus Tire Shirt
 Milton BrownKenworth Shirt
 James JacksonGolf Balls
 Roy CatlinComdata Shirt
 Charles GodwinKenworth Truck
 James Longacre\$25 Gift Card
 John KnightOutback Gift Card
 Steve BlackKnife
 Michael AlexanderMulti Tool Knife
 Harry PearsonPAI Water Bottle
 John DukeFlashlight
 Steve GuestPAI Camo Cooler
 Raymond AndrewsOlive Garden Gift Card
 Keith JonesOutback Gift Card
 David JonesPAI Water Bottle
 Gary DaggKenworth Cap
 Joseph JordanKenworth Cap
 Kristopher JohnsWard International Shirt
 Dan NicoleiWard International Shirt
 Kent BrechinComdata Water Bottle
 Mark LambertVolvo Gift Bag
 William BarkerColumbus Tire Shirt
 Fondell SmithKenworth Shirt
 Donnie LomasKenworth Shirt
 Johnny NolinColumbus Tire Shirt
 James HollenquestColumbus Tire Shirt
 Eugene AdamsEvergreen Truck
 Johnny RatliffKenworth Cap
 Stoney FairleyKenworth Cap
 Jonathan LightOlive Garden Gift Card
 Michael RichardsOlive Garden Gift Card
 Bobby ThomasFleetpride Bag
 Danny ChildersColumbus Tire Shirt
 William TraywickKenworth Shirt
 Eric HarrisKenworth Cap

Greg SmithKenworth Cap
 Steve TyusKenworth Shirt
 Phillip ErtleColumbus Tire Shirt
 Emmett VandersliceColumbus Tire Shirt
 Stuart EatmonKenworth Shirt
 John RylantKenworth Shirt
 Sammy JacksonKenworth Shirt
 Michael ChristianColumbus Tire Shirt
 Charles ParkerColumbus Tire Shirt
 Jerry CarterOutback Gift Card
 Howard CardenRace Car
 Mark HolmesKenworth Cap
 Dalton VanceKenworth Cap
 Ben JamesKenworth Cap
 Cedric MenefeeKenworth Cap
 Chrstopher CannonGPS
 Reginald HatcherColumbus Tire Shirt
 Lindy LaneColumbus Tire Shirt
 Donell GarrettColumbus Tire Shirt
 Damon WolfeColumbus Tire Shirt
 Donald GoggansColumbus Tire Shirt
 James OrrKenworth Cap
 Pete TrayKenworth Cap
 Darrius CraigKenworth Cap
 Robert SullivanKenworth Cap
 Charles HughesKenworth Cap
 Steve RobersonCobra LCD 29 CB
 Kenneth KirklandCobra LCD 29 CB
 Michael WilliamsBar Stool



2012 Evergreen Safety Team Challenge

Effective January 1, 2012, Evergreen Transport, LLC will start a Safety contest at each terminal. Each terminal's drivers will be randomly divided in teams. The competition will be on a quarterly basis. The teams will change each quarter.

Drivers must be employed for a FULL CALENDAR QUARTER to qualify for a team. In other words, you will need to have been hired prior to October 1, 2011 to qualify for a team in the first quarter of 2012. Drivers must also be actively employed and available for dispatch at the time teams are selected.

The number of teams and members per team may vary depending on the total number of drivers at each terminal. In the event of uneven teams at initial selection, we will take the average number of "points against" and multiply by the standard number of team members for that terminal.

Each team will begin with 100 points. Points will be deducted from the team each time a team member has a preventable accident, preventable On-The-Job Injury, and/or log violations.

The team with the most points at the end of the quarter will win \$100.00 gift card for each team member. Point deductions are as follows:

Preventable Accident	.20 Points
Preventable OJI	.10 Points
Category 3 Log Violation	.3 Points
Category 2 Log Violation	.2 Points
Category 1 Log Violation	.1 Point

In the event of a tie, we will take the tied teams and deduct accident points only again. If needed, we will move down the deduction scale one item at a time until the tie is broken.

In the event that one or more team has a perfect score of 100 points, Each team will be declared the winner for that quarter.

We will use the "Uneven Teams" example mentioned above if a team loses a member within the first two months of the quarter.

Disqualification of team members:

Termination of employment with company

Individual not available for work for more than 5 days in the quarter due to personal leave, FMLA, Work Comp, etc.

Prize Collection:

Employee must be actively employed and available for dispatch at the time checks are cut to be eligible.

Each terminal should post teams and their scores where the drivers can view them.

Due to the log auditing process, judging will not be final until the end of the month following the quarter.

* * * * *

TEAM WITH MEMBERS THAT HAVE MISSING LOGS WILL NOT BE ELIGIBLE FOR THE CONTEST UNLESS ALL MISSING LOGS ARE TURNED IN BY THE THIRD WEEK OF THE MONTH FOLLOWING THE END OF THE QUARTER.

* * * * *

Good Luck and may the best team win!!