

Letter from the President

During the week of September 14-20, we celebrated National Driver Appreciation Week, as I am sure all major 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 almost 70% of all freight moved 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. Please give that statistic some serious thought...80%!

In 2012 drivers logged in excess of 152 billion miles combined. They hauled an estimated 9.7 billion tons in 2013 while executing safer driving habits. In fact, truck crashes have significantly decreased over the past decade by 27% according to the ATA. These men and women are hard working professionals dedicated to safety. Unfortunately, I have witnessed too many times



David Wildberger, President

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's lives more comfortable and livable.

To our Evergreen Transport drivers and all truck drivers across this nation, I stand and applaud you in acclamation during this week of appreciation and every week of the year!

Mobile Terminal with Manager Rick Mangrum

Everyone here in Mobile would like to welcome Mr. Chris Hall (Safety Director) to our Evergreen family. Our main cement supplier (Holcim) has increased our soil stabilization work.

We have acquired some new customers Leon Lowes Construction, out of Louisiana, James Construction, out of Jackson, MS. Both contractors do soil stabilization work all around the southeast for many Oil Drilling Companies.

Holcim Ash has been steady and their projection is to continue throughout the rest of the year. Our dump has been steady and will continue to be due to the new contracts our customers has acquired. The new Costco



Rick Mangrum

site has started and we have been asked to haul top soil for the foundation work.

Costco has attracted some major store chains to build next to it. This will definitely help our economy by providing jobs in our area. Our cement suppliers are predicting to have steady work for us through our winter months coming up if the weather permits.

I want to remind everyone that our school is now back in session, so please watch out for the children waiting at their bus stops or crossing at school crosswalks. Also watch out for the school busses starting and stopping at all bus stops and school zones.

Always try to preplan your routes when possible away from all school zones.

Jackson Terminal with Manager Jennifer Huebner

Business has been very busy the last few months in Jackson due to the higher volumes of limestone going in and gypsum going out of PowerSouth in Leroy. Our Mobile and Calera terminals have both been doing everything they can to assist us in our deliveries. I would like to thank all of you for continuing to work with me and help out.

Matt Owens and Marvin Sashington have been working hard to maintain our equipment by doing their routine inspections needed to keep our trucks in good running condition. And as always, Jim Bob does a great job keeping our equipment looking nice and clean. Thank you all for your hard work.

Like to remind all drivers that they are welcome to stop by and get fuel, have their truck washed if needed, any minor maintenance that needs looking at and if nothing else get a cup of coffee. We appreciate all that you do for Evergreen.

Introducing Jennifer Huebner, new terminal manager

Evergreen would like to introduce Jennifer Huebner as the new terminal manager at the Jackson terminal.

Jennifer started working with Evergreen Transportation in 2008 and moved over when we opened up.

Prior to working at Evergreen she worked with a car dealership in Jackson, AL. She has twin daughters and one son. If you read the Jackson paper, South Alabamian, you will see articles on her daughter's excellent softball playing. We wish her the best in this endeavor.



Jennifer Huebner

Midlothian Terminal with Manager Tracy Lord



Tracy Lord

It's been a busy time with demand for Evergreen trucks in this area. We've added 2 new customers, Cemex and Lhoist, to our already busy commitment with Holcim. I look forward to the day when we will have the capacity to run for all 3 customers on a daily basis! We've had such positive feedback from the cement community over our presence here! There is definitely growth potential for this area.

We have had an addition to our building! Our beautiful Evergreen Transport sign was hung and looks amazing. It has made the terminal feel complete. I'd like to thank David Berry for working so hard in maintaining the grounds here, in addition to his normal duties! I don't think there's been

one day he hasn't done something on the yard to keep everything clean and well groomed. There have been several vendors that have stopped by and given high praise on the remodeling and improvements we've done here. That's always nice to hear, and it generates word of mouth. Keep 'em talking positively about Evergreen and we just might get additional customers!!



Midlothian installs new signage.

Calera & Leeds Terminal with Manager Tim Trivette

As we turn to the 4th Quarter of 2014, all of us at the Calera and Leeds Terminals turn to remember the changes, challenges, and charges that have come our way during this year.

The changes we have faced have brought about opportunities to reach our goals and move toward surpassing and setting new goals.

The challenges we have faced have been obstacles that have brought about lessons that we all have learned from, and lay out as stepping stones to seeing our vision becoming reality. The changes have led to an on-going effort and push to be better tomorrow than we were today. We are pushing our staff both in operations and in the shop to raise our level of customer service, not just to the folks that pay the freight bill, but to each other.



Tim Trivette

We are looking at our fleet to up their game in the area of focus. Focus on the basics of their day to day duties, such as turning in logs and time cards on time, making sure they are true and accurate, proper pre and post trip inspections, complete communication with their fleet managers, and being on time for pickups and deliveries.

I Chronicles 28:10 gives instruction to "be strong, and do it." I have taken this instruction as a personal charge for the 4th quarter of this year, and have pushed my staff to suit up and join me as we strive to finish this year strong.

The final push for 2014 is here, and the finished product is dependent on the drive and effort we individually put forth to be strong and get it

On the Road with Evergreen

Each quarter we want to post a picture of the Driver at our customers or job sites.

Please make sure your equipment is clean and in orderly fashion and email karla@evergreentrans.com.

Your pictures of you and your equipment loading or unloading at customer or job sites. We will choose two a quarter for the newsletter.

This month pictured below is driver Lane Pettis delivering Black Beauty sandblasting mineral at Eastern Shipbuilding in Panama City Beach, FL. to Corrosion Technology for HARSCO Minerals International on 7/16/14. Always Safety first! Pictured top right is driver Eric Harris at Adam Products. Bottom right is driver James Orr.



Thank you, Brian

Thank You Brian! Calera Terminal Dispatcher

Brian Bearden received the following e-mail from a very satisfied customer! We appreciate all that you do Brian!

I just want to tell you how much we appreciate you going the extra mile to cover the 2 additional loads for Franklin County on Thursday as well as getting a load to our Tyrone terminal when we were extremely low on type 1.

I also want you to know that it did not go unnoticed at Franklin County either. Steve, the job superintendent, called to let us know that he was extremely pleased since rain was expected and this enabled them to get to the point they needed.

Thank you again.

Debra Robertson,

National Cement Co., Customer Service Manager

FUEL REMINDER

Fueling at the Terminal Locations
should be first priority.

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



Meet a Few of the Evergreen Professionals

Eddie Bettis, Professional Truck Driver

In 1984 Eddie started his trucking career driving for HTL Trucking in Jackson, AL. He joined Evergreen Transportation's bulk division, Mobile Terminal in 1995. After 13 years he moved to the dump hall out of Jackson.

"I have seen many drivers come and go over the years, and I am just thankful to still be an Evergreen Transport driver."



Eddie Bettis

Steve Tyus, Professional Truck Driver

Steve Tyus became a part of the Evergreen Family in 1996. Originally from Montgomery, AL but now resides in Verben with wife Wendy. They are the proud parents of three, daughters Sabrina (24) and Maia (7), and son Malachi (9).

Steve began his Evergreen career running rock haul, spending some time on the cement fleet. He moved back on the Rock Haul fleet where he currently serves. When asked, what one piece of advice he could give to a new driver in orientation, Steve stated, "Make sure you have your mind made up that this is what you want to do, and then do it well." Please help us thank Steve Tyus for his commitment to excellence and his service to Evergreen Transport.



Steve Tyus

Ronald Kent, Vice President of Operations

"I grew up in the trucking business. My grandfather drove a truck and my father drove for Texaco and Poole Trucklines. So, naturally like most of us, as a child I loved trucks so I became interested in trucking.

"I started my career with Mr. Poole at Poole Trucklines in 1976 in rates and tariffs back when trucking was regulated. I moved into customer service and then dispatch where I handled all of the new drivers at Poole. I became supervisor of customer service and during this time Poole sold. I left Poole to come to Evergreen Transportation Inc. when we had 2 trucks and worked dispatch and customer service till December 1999 when I became terminal manager in Cantonment FL. Eventually I wound up handling safety briefly and was over the van division."

"During the 'Shoreline fiasco,' as I call it, I left for a brief 3 months to work with a small flatbed carrier, Points Logistics. When asked to return to help the vans get back on track at Evergreen, I returned, and stayed until the closure of the company. David and Mr. Poole asked me to stay and as I tell people, Mr. Poole has fed me since I was 10 years old. I love trucking and the challenges it produces."

"I have a very wonderful, understanding wife, Robin, and have been married for 34 years. We have 3 children, Keith, Robert and Regina, and 3 grandchildren, Eden, Isaiah, and Dermot. I enjoy yard work, fishing, hunting (which I rarely get to do), cooking, and generally being around my family."

"Everyone at Evergreen LLC is like family. It is very rewarding to work for and with a group like this. I would like to thank each of you for your support and dedication to this company."



Ronald Kent

Linda Baisch, Chief Financial Officer

"I joined Evergreen Transport in January 2010, having worked for Evergreen Transportation from 2005 until they closed their doors. I have lived in the Brewton/Evergreen area since 1979. My life experiences have been very diverse: I was born in Germany, lived in Panama for eight years and have lived in numerous states. I am a graduate of the University of West Florida. In the trucking industry, I previously worked for Hornady Truck Lines for eight years before becoming part of the team at Evergreen."

"As the CFO for our company I am responsible for safeguarding all of the company's assets. Part of my duties include preparing all financial reports including profit and loss statements, balance sheets, cash flow statements and analytical and budgeting reports, handling all aspects of our banking, preparing all local, state and Federal tax returns and reports, handling all audits, handling all registration requirements for our rolling stock, overseeing our inventory and making sure we are in compliance with state and Federal regulations. I supervise the Billing, Accounts Receivable, Accounts Payable, Payroll and Purchasing departments. I am a member of the National Association of Professional Women and the Secretary for the LLC."

"As we grow, the challenges we face also grow. I believe with our dedicated employees we are more than capable. It has been a privilege and a pleasure to work with everyone at Evergreen Transport."



Linda Baisch

Charles Colvin, Tractor Mechanic

Charles started working for Poole Truck Line in 1973 in the tractor shop. He worked with the engine room as supervisor from 1977 until 1991. Charles went to work for Evergreen Transportation from January 1991 until January 2010. He has been with Evergreen Transport since January 2010 as a tractor mechanic.

Charles also helps out in other areas such as moving equipment and occasionally delivering loads.



Charles Colvin

Welcome aboard Chris Hall, New Director of Safety and Compliance

We are pleased to welcome Chris Hall to our company. Chris has accepted the position of Safety Director and comes with a trucking background in operations and safety.

He has an understanding of what the drivers as well of what the company is facing with the ever-changing dynamics with the federal rules and guidelines in regard to safety.

He has been making his rounds to the terminals and will post when he is there so please stop in and see him as it is beneficial for him to meet you.



Chris Hall



Workplace Safety – Common Sense and Accident Prevention

People are not born with common sense. Usually common sense is learned throughout your life. We learn about life through the experiences of others as well as our own experiences; such as real life experiences by someone taking risks and being injured, rather than learning the hard way from your own injury.

Most work place accidents are caused by unsafe acts by the employee and not by unsafe work place conditions. Employers are by law required to provide a safe workplace such as having proper personal protective equipment (PPE), providing training for personnel, and having safe equipment for their employees. It's up to you to practice common sense and avoiding unsafe acts by using your training and safety equipment in a proper manner. Most accidents are preventable if you use your common sense before you make a decision on a job task.

Since unsafe acts are the main cause of accidents and injuries, let's take a look at some common unsafe acts.

- Being in a Hurry - Completing a job quickly instead of safely
- Taking Chances - Not following safety rules or not using PPE
- Being Preoccupied – Daydreaming, not paying attention to your job task
- Having a Negative Attitude – Being angry or in a bad mood
- Failing to Look for Hidden Hazards – Oil spills or out of place objects that can cause a slip, trip or fall



Learning good common sense is the first step in preventing accidents in the work place. Being aware of your work environment and following safe work practices, and learning from others will help you acquire good common sense and prevent an injury or accident.

Word Search

Following Too Closely

Training

Proper Distance

Safety Equipment

Common Sense

Road Conditions

Unsafe Acts

Decisions

Crash

Taking Chances

Accident

Negative Attitude

R	N	A	T	U	N	I	O	O	R	E	T	O	S	O	E	O	A	N
Y	L	E	S	O	L	C	O	O	T	G	N	I	W	O	L	L	O	F
S	I	C	G	W	A	E	D	A	E	U	E	U	T	S	E	O	N	N
I	O	C	H	A	C	S	N	C	O	M	M	O	N	S	E	N	S	E
E	E	C	N	A	T	S	I	D	R	E	P	O	R	P	O	A	D	N
I	O	N	T	S	F	I	A	Y	A	I	I	W	D	O	M	I	H	L
N	A	C	R	A	S	H	V	C	O	T	U	C	T	I	E	T	C	E
G	N	E	A	E	K	N	C	E	I	T	Q	N	U	C	U	G	D	C
A	H	P	I	E	D	I	O	D	A	O	E	S	O	A	C	I	T	E
F	R	Q	N	V	D	R	N	T	N	T	Y	M	A	E	S	N	G	P
E	A	T	I	E	E	O	N	G	E	S	T	A	E	P	M	S	L	N
C	M	E	N	D	C	I	H	C	G	E	I	R	A	T	D	C	T	
C	F	T	G	D	I	T	E	O	G	H	F	A	T	O	D	A	T	I
A	I	N	A	E	S	T	C	A	E	F	A	S	N	U	I	F	T	N
C	T	O	N	E	I	U	I	I	N	S	N	T	L	D	D	T	A	
T	R	S	T	F	O	I	C	R	N	E	I	E	C	N	I	E	E	N
N	O	I	O	T	N	V	S	N	S	E	N	S	C	E	C	O	S	W
N	V	L	C	O	S	R	D	S	S	I	K	M	E	C	S	E	I	G
H	C	I	N	T	S	A	T	A	N	N	S	D	I	T	U	G	D	N

2014 Driver Appreciation Week



Thank you to Driver Appreciation Sponsors

Pilot Travel Centers
Loves Travel Centers
Comdata
Ward International

Truckworx Kenworth
Fleetride
Columbus Tires
Davison Oil Company

McPherson Oil Company
Gulf Coast Truck
and Equipment

You Could Win a Big Screen TV

Evergreen Transport, LLC will be giving one Big Screen TV away for each quarter in 2014.

What can you do to have a chance at this? See the rules below.

- I. You must be a full-time employee.
- II. Will draw for one Big Screen TV after each quarter.
- III. Must have been employed with the company for at least one year prior to the beginning of the quarter for which we will draw for.
- IV. Cannot have an On-The-Job injury within the most recent 12 months for the drawing date.
- V. Must be actively employed and available for work at time of drawing.
- VI. Can only win once per year. (Rolling 12 month period)
- VII. Cannot have any written disciplinary warnings in your file

within the most recent 12 months prior to the drawing date.
VIII. Drawing is open to Drivers, Office, and Shop employees.



Congratulations James Amos, 4th Quarter TV Recipient

Importance of a Post-Trip Vehicle Inspection

We've mentioned in our Pre-Trip Inspections post, it's important to inspect your vehicle before a big trip. Inspections keep yourself and your vehicle safe by preventing accidents that can occur because of vehicle deficiencies. It's your responsibility to check your vehicle before it hits the road. However, it's just as important to check it over when it returns from a long trip. Post-Trip inspections require drivers to have any defective equipment repaired before starting the next day. Regulations require that any deficiency that would affect the safe operation of the vehicle must be repaired before the vehicle can be driven again. Driving an unsafe vehicle is not only a safety hazard, but it's irresponsible as it puts others on the road at risk.

We recommend you have your drivers watch the JJ Keller Master Driver Vehicle Inspections DVD. During this video, drivers learn about inspection essentials and go over the driver's vehicle inspection report (DVIR).

Important Recommendations:

- Establish a routine. A consistent step-by-step process of the vehicle inspection will allow you to complete the inspection faster, more efficiently and without leaving anything out.
- Inspections are only useful if the vehicle defects/ deficiencies are noted and corrected. If problems are found, notify someone.
- It is OK to double check or triple check the pre/post trip inspection items if you are unsure of what you previously checked.
- Inspect yourself (How are you feeling? How is your attitude? Are you distracted?).

- Ensure your cab is clean and secure all loose items.
- Use These Safety Precautions While Performing the Inspection:
- Do not get under, in front of or behind the vehicle if there is any chance of it moving.
 - Keep the ignition key under control at all times.
 - Use wheel chocks on inclines.
 - Use three points of contact while entering and exiting the vehicle.
 - Never jump out of or off of a vehicle or trailer.
 - Be alert and conscious to other vehicles traveling in the surrounding the area.
 - Select a safe and clear location to do the inspection.

According to FMCSR Part 396.11 Driver Vehicle Inspection Reports: "Every driver shall prepare a report in writing at the completion of each day's work on each vehicle operated and the report shall cover at least the following parts and accessories:"

- Service brakes
- Parking brakes
- Lighting devices and reflectors
- Tires
- Horn
- Windshield wipers
- Rear vision mirrors
- Coupling devices
- Wheels and rims
- Emergency equipment

Open Enrollment

Open Enrollment is mandatory for all employees, even if you do not want to sign up or make any changes!

We have listed the existing benefits available to you below:

- Health Insurance
- Dental Insurance
- Voluntary Life Insurance
- Flexible Spending Account and Dependent Care Spending Account
- Short Term Disability, Accident Coverage, Term/Universal Life
- PNC Workplace Banking
- 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, 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 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!

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 2015!

Terminal Schedule for Open Enrollment

- Monday, Dec. 1st : Mobile
- Tuesday, Dec. 2nd : Evergreen/Jackson
- Wednesday, Dec 3rd : Calera
- Thursday, Dec 4th: Leeds
- Friday, Dec. 5th: Calera (Morning hours)

October, November, December Birthdays

OCTOBER

		TERRY GARRICK	21	GREGORY JONES	13	RONALD R. SCOTT	7
GARY M. DAGG	4	KEVIN G. ELLISON	24	KEVIN L. LACEY, JR.	13	KEITH VARDAMAN	7
TUNG T. MAI	4	JACKIE J. ALLEN	24	PETER B. WITHERS	14	HENRY JONES	9
MELVIN D. ETHEREDGE	5	MATTHEW D. EZEKIEL	25	MICHAEL S. JONES	16	PERRY NUNN	10
ELAINE BOOKER	6	PAUL T. LAY	27	MARCUS L. HAYES	17	GARY HOLSOMBACK	11
CYNTHIA D. BLALACK	6	DARRICK MURRAY	28	WILLIE J. BATCH	20	JIM H. SPENCE, JR.	12
JAUSHUA K. JONES	7	EDDIE H. TUCKER JR	28	WILLIAM G. DAVISON II	21	OSCAR HARRINGTON	13
BOB R. DILLARD	9	RORY K. GILBERT	29	JOHN JORDAN	22	STEVE A. TYUS	13
VICTOR TAYLOR	9	MICHAEL C. CHRISTIAN	29	JERRY EDWARDS	23	CHARLES W. RINEHART	15
JOHNNY R. HUGHES	10	RANDY COX	30	SHARON T. COOK	25	MICHAEL S. MEEHAN	16
ROGER A. CARPENTER	11	NOVEMBER		MICHAEL CAIN	30	CHARLES E. COLVIN	17
MICHAEL J. WALLEY	11	BRANDON S. EVANS	1	DECEMBER		ROBERT R. PHILLIPS	20
JOSEPH JOHNSON, JR.	12	HANK G. MORRIS	3	WILLIE C. MAY	1	JULIUS E. JAMES	25
GEORGE B. ETHERIDGE	12	ERIC B. HARRIS	6	JAMES D. CULPEPPER	2	JAMES M. KEY	26
ORAN V. PEAKE	12	JANEL K. WRIGHT	8	ERIC C. GLASS	2	DAVID D. GARCIA	26
EMMETT P. VANDERSLICE	13	WREATH S. BURGESS	8	JOE L. WASHINGTON	3	REGINALD D. PREYER	27
JOHN C. WOOTEN	13	KIMBERLY A. HARDIN	9	RODNEY A. PADGETT	3	BERNARD W. MORGAN	28
LEE E. PETTWAY, JR.	13	KARLA B. WARD	9	KENRIC D. CALHOUN	5	GEORGE W. YOUNG, JR.	28
STUART H. EATMON, JR.	14	JOSEPH R. HENDERSON	10	ROBERT J. MORRIS	5	TIMOTHY L. MINCHEW	29
KEVIN L. BOWMAN	16	ANTWAN F. MITCHELL	11	PHILLIP W. ERGLE	7	SHAKEIL J. JACKSON	30

Anniversaries

4 Year

MARTIN O. HOLLEY-SMITH
NATHANIEL WILDER III
PERRY NUNNT

3 Year

THOMAS E. LOCKHART
CEDRIC B. MENELEE
PHILLIP D. RACHELS
JAMES M. ORR
MAX R. CHILDS
DARRIUS A. CRAIG
EMMETT P. VANDERSLICE
JOHN M. GULLETT
WILLIAM G. DAVISON II
MATTHEW E. OWENS
GREGORY T. SMITH
HERCIAL L. COLVARD

2 Year

RAPHAEL PETTIS
TIMOTHY W. MARTIN
JAMES M. PATTERSON
GEORGE W. YOUNG, JR.
JAMES B JONES
REGGINALD D. SEALS
BARRY J. SHATTUCK
EDDIE H. TUCKER, JR.
GARY E. KING, JR.
JAMES A. WILLIAM
ROBERT A. SNIDER

1 Year

TIMOTHY D. TRIVETTE
SHAWN P. SWEENEY
MARIO D. BLACKMON
MICHAEL CAIN
JOHN M. BLANKENSHIP
RORY K. GILBERT
PHILLIP A. KEY
GREGORY DIXON
WARREN T. GRACE
JEFFERY D. SMITHERMAN

Welcome Aboard - October, November, December

BARRY HARRELL
JAMES M. KEY
JAMES E. JACKSON
JASMINE E. JENKINS
KENNETH M. FRANCIS, JR.
QUINCY B. HARVILL
HOLLIS E. SUTTON
CECIL FORBES
ANTWAN F. MITCHELL
SEAN E. GILBERT

LEVAR D. TAYLOR
GEORGE B. ETHERIDGE
JONATHAN OLDS
FRANK PAIGE, JR.
RICHARD D. COOLEY
ROY E. CATLIN
LEON C. WILSON
ROYAL C. BOYD
KENNETH C. HALL
HAROLD L. JACKSON

BILLY D. RICE
STEPHEN R. LUCK
DELORES C. SHAMBURGER
ALLEN W. BURNETT
LLOYD D. MARTIN
APRIL S. LOCKHART
BERNARD W. MORGAN
ROBERT K. HONEYCUTT

MARIA PEREZ
HENRY E. NOBLE, JR.
JOHN C. WOOTEN
WILLIE E. DURGAN
BARRY L. ANDERSON
MARREO S. BIVENS
TERRY GARRICK
SHAKEIL J. JACKSON