

Letter from the President

In 2015 Evergreen purchased 32 new units, of which 15% were used for replenishment, and the other 85% were utilized for new business. Of course, to utilize the units purchased for new business we must hire drivers. To hire the drivers that were needed to operate these units our recruiting department literally had to scour through a few hundred applications.

You probably wonder why this is the case because most of you reading this realize that driver qualifications have not changed over several years – you must be 21 years of age, own a current commercial driver's license, and pass a drug and background check. Compensation for truck drivers has been rising 8-12% over the past several years according to the ATA, so why would there be a shortage of truck drivers, much less a growing one. The answer to this problem is not the quantity of applications, but the lack of qualified drivers.

Another real issue as I have stated in the past is there is no glamour in becoming a truck driver. In fact the ATA has stated that our industry suffers from an image problem, especially when it comes to more youthful drivers. The lack of appeal stems from long hours on the road and stretches of several days away from home. Statistically the younger generation is more interested in work-life balance than salaries alone.

At Evergreen we offer drivers this type of work preference because of our niche operation. Over 80% of our fleet is 2010 or younger, and our newest tractors are all driver friendly with many additional options. We have very good benefits, reduced health insurance deductibles, competitive pay, and we are

implementing safety a bonus.

In 2016 our dispatchers, terminal managers, maintenance employees, recruiting, office personnel, executives, and the president need to make it a priority to take the time and energy to engage with our new hires and persuade them of the unassailable merit of our business and vision. Our goal should be to energetically inform the new

hires as well as our current drivers why our blueprint is better than our competitors, and make them welcome and excited to be employed by Evergreen. Let's all work together moving forward to make our new hires and current drivers feel that they have found a home to start and finish their career!

I would like to thank all of my colleagues for their work ethic and commitment throughout 2015. I wish each and everyone of you a Merry Christmas and a very safe and prosperous New Year!



David Wildberger, President

Welcoming New Faces to Our Company



**Melissa Wright
Safety Director**

The New Year will bring three more changes in our company personnel.

First our new Safety Director is Melissa Wright. She is returning home as we like to say. She worked with the old company in safety and has been employed with Guyoung Tech in Castleberry. She, like a lot of us, grew up around trucking as her dad drove, and worked for Poole Truck lines and Evergreen Transportation.

Second is Karen Gullett. She has now moved into dispatch in Calera. She will still be active in the safety side and orientation as she expands her knowledge of trucking.

Third is Brittany Long. She will be the new dispatcher in Midlothian. She is coming to us from Thurman Transportation. If you are around the Midlothian terminal, stop in and greet her.



**Brittany Long
Dispatcher Midlothian**

Calera Terminal with Manager Rick Mangrum



Rick Mangrum

Spring is just around the corner. We hope to see our freight increase as spring and summer approaches. It's been slow due to weather and the economy during this time of year.

Our lime shippers are telling us their projections on lime sales will increase by 20% from last year's projections. They have several jobs they are bidding on which will start towards the end of spring and beginning of summer. We will be relying on Met Lime Transfers and aggregate hauling until our lime hauls picks back up.

We continue to seek new business in Aggregates, Lime Hauls, Vans and Flatbeds.

Our Rock Haul and Met transfers are steady, and we hope to see an increase in daily volume.

I would like to thank all of our office personal for keeping our freight moving. I also would like to thank all of our shop personal for keeping our trucks rolling and making our drivers feel safe.

I believe 2016 has new beginnings for Evergreen Transport and if we all strive to maintain a positive attitude, keeping faith and believing as one, we can not only move mountains together but can also move more freight.

LET'S GROW TOGETHER.

Leeds Terminal with Manager Joe Delk

Let me start off by saying Happy New Year from here at the Leeds terminal. Hope everyone had a wonderful holiday and that we all stick to our New Year's resolutions.

The fourth quarter here in Leeds has been wet and anything but wild from a business stand point. We are hoping that with drier

weather our business will pick back up.

With that said, I would like to reach out to all of our sister terminals and offer that before you turn down freight, please give us a call here in Leeds to see if we can assist you in anyway.

Again Happy New Year from the Leeds team!



Joe Delk

Jackson Terminal with Manager Jennifer Huebner



Jennifer Huebner

I would like to wish everyone a Happy New Year! We are looking forward to working with all customers and co-workers to make 2016 a safe and prosperous year for all!

Drivers please remember to watch out for School Zones. Go SLOW please, there is a School Zone very close to the Jackson Terminal.

Jackson Terminal Manager Jennifer Huebner's daughter, Brooklyn Minor, was crowned Leroy High School's 2015 Miss Football. She was escorted by her father Mike Minor.





Tracy Lord

Midlothian Terminal with Manager Tracy Lord

Please welcome our new Dispatcher, Brittany Long! Brittany will be handling the dispatch duties of both our Midlothian and New Braunfels terminals.

Brittany began working in the trucking industry 2 years ago as a billing clerk. After 6 short months she was promoted to the payroll and accounts payable department, where she continued to excel. Brittany then received another promotion to

Dispatch in June of 2015.

Brittany is married and spends all of her free time with her adorable nephew and niece, Parker 3 years old and Brinkley 5 months old. Brittany is an avid animal lover, and will attempt to rescue any and all strays she crosses paths with.

Please help me in welcoming Brittany to our Evergreen Family!



Ann Brooks

Mobile Terminal with Manager Ann Brooks

Our team in Mobile would like to wish everyone a Happy New Year! We look forward to the challenges ahead.

I want to remind all drivers to stop for school buses -- it's the law. Any person who causes the death of a child while passing a stopped school

bus may be charged with a felony. Watch for school buses and obey the law!

For our Ascend Fleet - winterize your truck. Don't forget anti-gel for your fuel tank, airline antifreeze, warm clothes, blankets and foods. Always plan ahead.

Meet Some of the Evergreen Professionals



Deborah Kendrick



Teresa Covin

Deborah Kendrick

Deborah started at Evergreen Transportation, Inc. in 1992 and continued on with the new company, Evergreen Transport LLC. Deborah works in Billing Department at the corporate office in Evergreen.

Married for 40 years, she has three lovely children, two darling grandchildren, and is a huge Bama fan. "Roll Tide."

Teresa Covin

Teresa started with Poole Truck Lines Data Entry Department in 1982, and was promoted to Driver Payroll and Expense. Teresa continued on with Evergreen Transportation in the Billing Department and later was moved into Accounts Receivable. Teresa continues with Evergreen Transport, LLC in Accounts Receivable, Credit and Collections.



Frank Miller

Frank Miller started with Evergreen Transportation on January 27, 2003 and stayed on in 2010 when the name changed to Evergreen Transport LLC. "I thank God every day for this company, and have always prayed for it. I want to thank God for the 'pioneer' of this company, Walter Poole and his family. I have been blessed to be married to my wife Kimberly for 21 years," said Miller. They have three children.

9 Tips to Help Your Truck Withstand the Winter

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 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.

Safety: Winter Driving Tips by Ronnie Kent, VP Operations

December 21st was the official first day of winter. This begins the time you, as a driver, need to start planning for possible winter weather driving. Naturally, running in the northern states we expect winter conditions and with some anticipation watch the weather more often if we are planning a trip into this region.

But as we have seen, the south gets hit and as a whole we are not equipped to take care of the roads as well as the northern states can.

Here are a few tips that will help you to stay safe during the winter driving system.

- Have your truck “winterized” by the terminal or terminals. Check to make certain your truck has all items needed before leaving out on a trip.
- Carry some extra fuel treatment product to prevent the diesel from gelling.
- Make certain all lights are working.
- Drain air tanks, both truck and trailer. Air lines freezing due to condensation is the # 1 reason for brakes locking up.
- Boots, caps, gloves, scarfs, anything to help keep you warm. Make certain you keep your reflective vest where you can get it if needed.
- Carry extra blankets ...enough to keep you warm in case you get stranded.
- Carry a supply of “energy food” like energy bars, etc. and water.
- Fill the fuel tank when returning back to the terminal to keep condensation down, and while traveling in the northern states or mountain regions.
- Allow extra distance between you and vehicles ahead of you.



Ronnie Kent

- SLOW DOWN. Adjust your speed appropriately for the road conditions.
- Check the weather forecast BEFORE you head out.
- PLAN AHEAD. Know where truck stops are ahead of you on your planned trips, so you can make the appropriate stop should the weather turn really bad.
- Avoid using cruise control.
- If the time comes where the chains are needed....STOP!

If you have a breakdown, try to get to a safe location. If you must pull over, make certain you are on solid ground and clear enough off of the road to avoid being hit by traffic. Icy conditions are very treacherous for all. When able, put out reflective triangles.

Having the right equipment and supplies can make the difference between life and death. Should you find yourself stranded on the side of the road in -30 degree temperature, you will discover that even if the rig keeps running, very little heat, if any, will blow out! It is very important to carry extra blankets and energy food and water. Keep the rig in tip-top shape and by taking extra precautions you can survive a difficult situation.

The best way to prevent being caught in a life and death situation during winter driving time is having the right state of mind in making the GO-NO-GO decision. Even if other drivers are heading out in what to you, seems like a bad idea then stick with your intuition, advise your dispatcher of the decision.

If you find yourself in the middle of bad weather, do not turn around and try to head back. Contact dispatch and find a safe secure spot to ride the weather out. The freight can wait. Just keep your dispatcher informed.

Avoid All Distractions While Driving

Staying distraction-free is important for your safety and the safety of others on the road. The National Highway Traffic Safety Administration estimates there are at least 3000 deaths annually from distraction-affected crashes. Studies show:

- 86% of drivers eat or drink while driving.
- 37% of drivers (steadily rising) text while driving.
- 41% of drivers manipulate a GPS while driving.
- 14% of drivers apply makeup while driving.
- 13% of drivers browse the internet while driving.

Below are some types of distractions which you may face.

Physical Distractions:

Anything which causes you to take your eyes off the road or your hands off the steering wheel reduces your ability to control the vehicle and quickly react to changing conditions. Examples of this would be switching radio stations, eating or using a cellphone.

KEEP YOUR EYES ON THE ROAD AND YOUR HEAD OUT OF YOUR APPS!!

Distracted Drivers Kill!!



Mental Distractions: Anything which occupies your mind and concentration while your body is behind the wheel. Talking to a friend is a mental distraction, trying to figure out where you are going while you are driving can be a mental distraction.

Whenever your mind drifts away from your driving, you are sure to miss visual road cues which could keep you and others safe.

Combination Distractions: Some of the most dangerous distractions have both a physical and mental element, and they don't have to exist alone. In fact, texting while driving is so incredibly dangerous because it combines all of the different possibly types of distracted driving. Each time you write or read a text message, you take your eyes off the road for almost five seconds.

This combined threat of the different distractions is so dangerous that statistics show your risk of experiencing a crash or near crash is over 23 times higher while texting.

Evergreen Celebrates Christmas with Catered Dinner for All!



Accolades for the Evergreen Drivers



Johnny Ratliff

I wanted to take a second and say that on behalf of Rose Acre Farms we are very appreciative of the work and communication that Johnny **Ratliff** does for our farm at Oconee. Johnny always does what he says he is going to do, and goes beyond the call as a transport driver. With that said, if there is a raise to be given I nominate Johnny to be in contention for that reward of service and hard work. Not only do I have high praise for Johnny, but the other Rose Acres in Bowersville have told me several times they would love to have Johnny. Of course I say, no way!

Anyway, just thought I would let you know we appreciate Johnny and everything he does on behalf of Rose Acres.

Thanks, Blake Yarter, Oconee Feed Mill Manager

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I wanted to thank you and your team for the great job in servicing ARC during our recent outage. Please extend my thanks to your team.

Also, I would like to commend **Wayne Stallworth**. Wayne had done a great job servicing our account for many years. Wayne is responsible for our 5:00 load each day. Please continue to use Wayne Stallworth for our daily load.

Thank you. From Jack Williamson, Manager, Purchasing & Stores – Mill



Wayne Stallworth

On the Road with Evergreen!

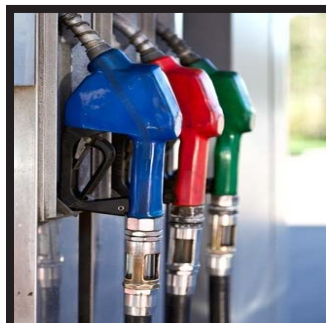


On the road with Evergreen, we recognize a couple of our Drivers delivering their loads to our customers.

Pictured left is Terry Jackson loading in Orange, Texas.

Pictured right is Terry Morrison at International Paper in Pine Hill, Alabama.

Drivers, please submit your photos on our Facebook page or email to Karla@evergreentrans.com.



FUEL REMINDER

Fueling at the Terminal Locations should be first priority.

All other road fuel purchases are at Pilot and Flying J Truck Stops only.

Anniversaries

6 Years

WAYNE STALLWORTH	JOHNNY RATLIFF	CHRISTOPHER DAVENPORT	BOBBY R. COLVIN	KEVIN L. BOWMAN
BOB DILLARD	JOE WASHINGTON	EDWARD BENSON	CHARLES E. COLVIN	MARVIN B. SASHINGTON
JERRY CARTER	BEN POWELL	EDWARD LANEAU	CHARLES E. TALBOT	MELVIN D. ETHEREDGE
CHARLES HUGHES	WILLIE BATCH	DAVID CROW	DEBORAH S. KENDRICK	ROBERT R. PHILLIPS
EDDIE BETTIS	ERIC HARRIS	RON SCOTT	DEBRA B. GRIMES	RODNEY A. PADGETT
STEVE TYUS	JAMES LONGACRE	GARY DAGG	ELAINE BOOKER	STEPHANIE C. DAVIS
FONDELL SMITH	DANNIE CHILDERS	MICHAEL CHRISTIAN	FRANK MILLER III	TERESA B. COVIN
BEN JAMES	JESSE SULLIVAN	GREGORY WILLIAMS	HERBERT M. HOLDER	JAMES E. ASHBEE
PHILLIP ERGLE	JAMES MCNEIL	OSCAR HARRINGTON	JENNIFER H. HUEBNER	RUDOLPH J MANGRUM
	MICHAEL SCOTT	ARNOLD STINSON	JOAN B. DAVIS	

Evergreen Birthdays

JANUARY

DENNISON KIRKLAND	3	JAMES LONGACRE	16
ERIC JOHNSON	6	JIMMIE F. DUNCAN, JR.	17
CORNELIUS PARKER	7	DEBORAH S KENDRICK	19
CALVIN NUGENT	9	DAVID CROW	20
TEARS RICHARDSON	11	DARRIEN JOHNSON	20
SAMMY JACKSON	14	KYLE J. BROWN	22
		DEVIN ADKINS	31
		MARIO NEWELL	31

FEBRUARY

BILLY RICE	2	DARRIUS CRAIG	9
RICKY MEEKS	3	ANN HENDERSON	13
ERIC MILLER	3	MAE LONDON	15
JAMES JACKSON	7	REGGIE RAY	17
ARTHUR LEE, JR.	7	CHARLES HUGHES	19
MICHAEL SCOTT	7	MARLON HORACE	23
RAPHAEL PETTIS	7	RODNEY CAMPBELL	23
CLARINDA R. MIXON	8	JAMES JONES	24

MARCH

HAROLD SAMUELS	1	ANDREW JOHNSON	15
MARK LAMBERT	2	ROBERT SNIDER	16
JOHN DUKE	2	DARRIUS JACKSON	17
ERIC RIVERS	4	BEN POWELL	18
BRYAN CAMPBELL	5	JENNIFER H. HUEBNER	22
WAYNE STALLWORTH	8	DEBRA B. GRIMES	23
ROBERT FRALICK	9	JERRY CARTER	25
JOE JOHNSON	11	MARVIN B SASHINGTON	27
HOLLIS SUTTON	11	JOHN CARTER	28
		DANNIE CHILDERS	31

5 Years

GARY HOLSOMBACK
JOE JOHNSON
MICHAEL MEEHAN
EUGENE ROWSER, JR.
WESLEY JOINER

4 Years

CHARLES RINEHART
JONATHAN C. SANDERS
KARLA M. WARD
SKIP WOMACK

3 Years

JOSEPH HENDERSON
WILLIAM MCINVALE

2 Years

WILLIAM HOCUTT
DENNISON KIRKLAND, JR.
SAMMY JACKSON
LEE PETTWAY, JR.
ROBERT MORRIS
RODNEY CAMPBELL
ERIC JOHNSON
WILLIAM R. BURNETT
ROBERT J. MORRIS
DENNIS G. HITT

1 Year

LINDA CARSON
RICKY MEEKS
DAVID SCHROTH
JASON ROBINSON
MARLON HORACE
ANN HENDERSON
MICHAEL PARTRIDGE
DUSTON WHITE
GEORGE GRAY, SR.
DANIEL BURNETT
WALLACE INGRAM
FREDERICK MOSLEY
MARIO NEWELL
GRADY CHAMBERS, JR.
KELVIN ANDERSON, JR.
SKYLAR JONES
CHARLIE W. GURLEY
JOSEPH B. DELK
KYLE J. BROWN

Welcome Aboard

OCTOBER

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

NOVEMBER

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

DECEMBER

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