

Letter from the President

In 2016 hiring drivers remained an issue despite higher pay, solid benefit packages, and new tractors loaded with options. From the information I have received and read in multiple transportation articles it will be déjà vu for 2017. We need to continue working diligently on the retention of drivers and focus on all exit surveys. The information in our exit surveys can be invaluable if the driver is really basing their exit on genuine discontent. When we review the surveys you can decipher if their reasons for leaving is genuine or whether it is written with spite or anger because of an incident they became disgruntled about. We have always and will remain conscience of the drivers issue and address it expeditiously.

Another real issue that I had written about in an earlier newsletter is the fact 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 would prefer a work-life balance than in salaries alone.

In 2017, I think we all could do a better job explaining to our drivers that they will have home time almost every night. The terminal managers and dispatchers try to balance week-end work between the drivers as much as possible so drivers can have personal time on weekends. I do realize that this cannot always be the case when work is available on week-

ends, but they make an effort to take volunteers if possible.

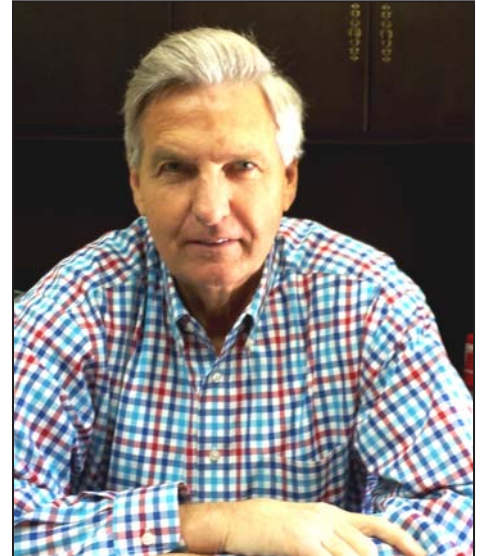
Our goal in 2017 should be to energetically inform the new hires as well as our current drivers why our blueprint is better than our competitors, and make them welcome and excited to be employed by

Evergreen. Let's all work together, moving forward to make our new hires and current drivers feel they have found a home to start and finish their career!

In the first quarter of 2017 we will have 18 new units which will be put into our fleet for replenishment or for new business. I will expand on this discussion in our next newsletter.

I would like to thank all of my colleagues for their work ethic and commitment throughout 2016.

I wish each and everyone of you a Merry Christmas and a very safe and prosperous New Year!



David Wildberger, President

Operational Updates by Ronnie Kent, VP Operations



Ronnie Kent
VP of Operations

Happy New Year everyone, I would like to welcome Jeremy Schropfel in Midlothian and Scottie McIntosh in Leeds to our company. They are the new dispatchers at these locations. In Midlothian, Brittany Simpson was promoted to the role of terminal manager. Please give them all the support you can in their future endeavors.

We have come through a very tough year in trucking in 2016 as a whole. I can honestly say that the trucking business is not for the weakheart-

ed. It takes a different kind of person to put up with the constant

stress and long hours, so I would like to thank each of you for what you do for Evergreen Transport.

The Federal Motor Carrier Safety Board has mandated that all carriers must be on e-logs by the end of 2017. We will be rolling out quickly e-logs on all required routes. This will be an adjustment for everyone, so please be patient while we work through all of the issues, communications, and regulations. We knew this was coming and have been slowly putting ourselves in line so it will not be a big impact.

Not to get too political but with the changing of the guard in our country on the political front, we hope that business will grow and the outlook does appear to be promising for the business world. If we can get this economy turned around back to steady growth, it is good for all involved.

We hope everyone had a Merry Christmas, and that we will have a prosperous and good New Year.

Roll Tide!

Food spills can cause electronics damage

To All Drivers,

Illustrated below are some pictures of food and drink particles that have built up over time under the surface of the steering wheel and steering column covers. This is caused by drinking and eating over the steering wheel, or by spilling and dropping food on them. Over time this residue can build up and may cause electronic complications within the truck, which may include your lights, horn, signals, cruise control, PTO, etc.

When this occurs maintenance will have to bring your tractor into the shop to locate the problems. In turn this is costing you and the company time and money on an issue that could possibly have been prevented.

In today's vehicles, electronics play a huge role in keeping the truck operating correctly and efficiently. Just about all of the tractors electronics are connected to an on board computer, and

a minor connection being corroded just can't be cleaned. It has to be sent to a dealer to have the code cleared after the minor connection has been cleaned or replaced. Electronics can be very prone to malfunction when liquid or food residue makes contact, so we must remain diligent to be aware and cautious of any spillage.

Please make every effort not to eat or drink over the steering wheel. If you were to spill either food or drink on the steering column please clean the surface as quickly as possible. If spillage occurs notify the shop so they can pull the cover off to check if any residue penetrated the surface of the steering wheel or column. We do not want the driver attempting to perform this maintenance issue. This is a maintenance issue that must be performed by the shop.

Thank you for your cooperation concerning this issue.
Ronald K. Kent, V.P. Operations



Kudos for a job well done

Below is a copy of an e-mail we received from Ascend Performance Materials in Pensacola FL. Ascend is one of our largest customers, and the Mobile Terminal handles this account.

Ascend is a very demanding account, and they interrupted their schedule to get product to one of their other plants and needed Evergreen Transport's help. Evergreen kept up with the demand and changes while continuing to give them (Ascend) the service on the other accounts as well.

Tim Martin, one of the Mobile dispatchers, handles all of the logistic needs from the Pensacola plant and just wanted to let us know that Ann and Martin have been doing a fantastic job of keeping all accounts satisfied. This is a humbling experience for operations as we do this out of responsibility to the company, customers, and drivers to make certain we give excellent service. Rarely does a company come out and congratulate and recognize the people in the background who make all of this

happen. We want to also congratulate Ann and Martin on a job well done and to say this is just what they do every day for Evergreen. We will also acknowledge the Ascend drivers for stepping up the pace to make this happen as well. This is very good teamwork and shows what can be done when we all work together. Thank you.

Ronnie,

I know we are smacking ya'll around on this Greenwood stuff. I appreciate Martin and Ann doing what they can for us and just wanted you to know they are doing a great job for us in this emergency.

Ronnie,

Ann and Martin have always done their utmost for Ascend especially in times of crisis. My department and I would be thrilled to see them recognized for the sterling service they give us.

Calera Terminal News with Manager Rick Mangrum

Our terminal business; our lime has been extremely busy for this time of year with several Paper Mill outages. Our end dumps have been steady.

We started hauling cement from one of our local shippers and will continue to grow as we add additional drivers and equipment.

Every load counts and we don't turn down any loads trying to keep our trucks rolling and drivers happy.

I hope everyone had Merry Christmas and a Happy New Year.



Rick Mangrum

Mobile Terminal News with Manager Ann Brooks

It's that time of year when freight slows down. However we look forward to another great year in 2017. I would like to take this opportunity to thank everyone at the Mobile Terminal for a job well done this year. I hope everyone had a wonderful Christmas and Happy New Year! A special thanks to Bobby Lankford of Ward International Mobile, for catering our Christmas dinner. You did a fantastic job!

Here at Evergreen Mobile we are deeply saddened by the passing of our driver Shane Baber. Shane passed away on December 11. Our thoughts and prayers are with the family. Shane was employed with Evergreen Transport since April 12, 2016.



Ann Brooks

Leeds Terminal News with Manager Mark Lambert



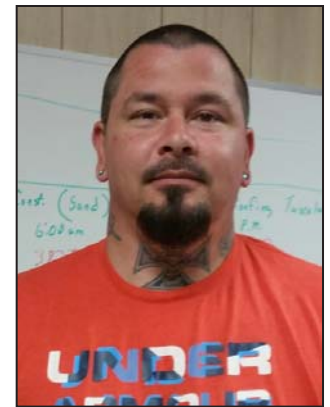
Scottie McIntosh

We have hired Scottie McIntosh for the Leeds terminal. He previously drove for us and worked with Walpole. He comes to us with plenty of trucking experience. Please welcome him aboard and if you get the chance to stop in, go and meet him.

Freight for the last quarter of the year remained pretty strong till the closing of December.

With the New Year approaching our outlook is looking good for next year. Skip and the crew here does an excellent job of keeping our trucks rolling so if there is anything that needs to be done or services that need to be scheduled, please let us know.

We here at Leeds want to hope everyone had a Merry Christmas and has a prosperous New Year.



Mark Lambert

Midlothian Terminal News with Brittany Simpson

Evergreen Midlothian terminal welcomes Jeremy Schropfel as our new dispatcher; Jeremy has 19 years of experience in the trucking industry and will be great for the terminal.

As we are in the winter months we encourage all drivers to be safe and drive careful when ice and snow occur, sometimes you cannot see the ice. We are also using a continuing line of communication with our drivers and Spencer to make sure all trucks are winterized and how we need the drivers to maintain the trucks through the winter months.

Freight is doing well at our Midlothian and Clifton locations; we have seen a decrease in New Braunfels but are very optimistic for new opportunities that 2017 will

bring. We have been focusing on our new e-logs that will be going into place and the drivers are very excited to do this!

WELCOME JEREMY SCHROPPEL

"I have been in the trucking industry since 1998, when I got my CDL and began driving. I was an OTR driver for about 15 years, having been an Owner Operator for seven of those years.

I worked for two years as a truck driving school instructor in Cedar Hill, TX, teaching people the rules and regulations for CDL operation.

I have also worked with pneumatic tanker and end dump trailers. In 2014, I decided to spend more time with my family, so I left the road and began dispatching.

I have two plus years dispatching experience with Advanced Drainage Systems and McElroy Truck Lines, both in Ennis, TX."



Brittany Simpson



Jeremy Schropfel

Safety News with Safety Director Melissa Wright

Don't Drowse and Drive: Sleepiness as Risky as DUI

It is increasingly important to get enough sleep before getting behind the wheel: Missing 1 or 2 hours of sleep nearly doubles a person's risk for a car crash, a new report finds.

And missing 2 to 3 hours of sleep more than quadruples the risk for a crash, according to the new report, published today (Dec. 6) from the AAA Foundation for Traffic Safety. This is the same crash risk a person faces when driving over the legal limit for alcohol, according to the National Highway Traffic Safety Administration (NHTSA).

"Our new research shows that a driver who has slept for less than 5 hours has a crash risk comparable to someone driving drunk," David Yang, the executive director of the AAA Foundation for Traffic Safety, said in a statement.

Results showed that people who said that they got 6 to 7 hours of sleep that night, or up to 1 hour less than recommended, were 1.3 times more likely to get in a car accident than those who got the full 7 hours. Getting 5 to 6 hours of sleep, or 1 to 2 hours less than recommended, was associated with a 1.9-times increased risk of crash.

But getting 4 to 5 hours of sleep a night was associ-

They Call It A
REST AREA
For A Reason
DON'T DRIVE DROWSY!

ated with a 4.3 times increase in the risk of a crash, and for those who got less than 4 hours of sleep, the risk increased more than 11-fold.

Staying safe behind the wheel

Having trouble keeping your eyes open is one symptom of drowsy driving, along with drifting from your lane and forgetting the last few miles

driven. But more than half of drivers who are involved in drowsy-driving-related crashes experience no symptoms before falling asleep behind the wheel, AAA said.

- Don't rely on your body to provide the "warning signs" that you are too tired to drive.
- You should prioritize getting at least 7 hours of sleep each night.
- Plan to travel at times when you are normally awake, schedule a break every 2 hours or 100 miles.
- Avoid heavy foods, travel with an alert passenger and take turns driving.
- Avoid taking medications that cause drowsiness or other impairment.

In a new report, researchers found that the more hours of sleep a person missed over a 24-hour period, the more his or her risk for a car crash increased, compared with people who got the recommended 7 hours of sleep each night.



Melissa Wright

Celebrating Christmas at Evergreen



Obsess about preventative maintenance

Trouble can result from ignoring the smallest of details.

by David A. Kolman

For an effective trailer PM program, the decision has to be made as to frequency of PMs – which will vary depending on trailer age and the load conditions – and how to ensure it happens on time.

Safety should be every driver and fleet operator's number one priority, stresses Tony Neven, Great Dane aftermarket service manager. Do the required pre-trip inspections, safety and maintenance checks, to ensure that deliveries will be made safely and efficiently.

Great Dane (www.greatdanetrailers.com) is a manufacturer of high-performance commercial transportation equipment, including dry and refrigerated trailers and truck bodies, as well as steel, aluminum and combination platform trailers.

"Preventative maintenance (PM), as the name implies, is designed to catch small issues at an early stage to prevent them from becoming major breakdown expenses on the road, and to ensure the trailer is safe for highway travel," Neven explains. "The time spent on PM will reward you in the long run by keeping vehicles moving, not dealing with an unanticipated repair."

Probably the most important decisions that have to be made for an effective PM program, suggests Neven, are how often to perform preventative maintenance and how to ensure it happens on time.

"This naturally will vary depending on trailer age and the load conditions," he says.

INSPECTION POINTS

Most PM program checklists cover a wide variety of visual and mechanical inspections at intervals from 90 to 180 days, Neven observes. Normal items to inspect more frequently include:

- Tires.
- Undercarriage.
- Upper coupler and kingpin.
- Electrical system, lights and wiring
- Torque values and weldments on suspension items.
- Wheel ends/lubrication.
- Landing gear.
- Brake shoes and drums.
- Air lines.

Great Dane's maintenance manual (PDF) – available online at bit.ly/gdmanual – was created to help ensure the safety, dependability and performance of its trailers.

"It is essential that trailers receive periodic inspections, maintenance and service parts replacement," the company's Neven emphasizes.

A STARTING POINT

PM starts the day you take possession of the trailer, Neven says. The most critical time in a new trailer's life is its initial in-service check and first month's "shakedown."

"PM technicians should be alert for underinflated tires and threaded fasteners that may have loosened from factory-torque settings," he says. "Fastener torque checks should be all-inclusive. Look at refrigeration units, tanks, steps and carriers – anything that is fastened

to the trailer. You don't want something coming loose on the road."

Areas that deserve particularly close attention during the first 30 days include:

- Tires.
- Wheels.
- Leaf spring suspensions.
- Air spring suspensions.
- Sliding tandem operation.
- Air system and brakes.
- Brake maintenance.
- Doors.

Pay special attention to tires.

Running a tire underinflated can have serious consequences, in addition to reducing tread life. Heat buildup can cause the tire body to deteriorate, resulting in separation of the tread from the body or belt ply.

"Well maintained tires will keep you on the road," Neven said.

BODY FOCUS

Neven points out that the trailer itself needs attention. The body of the trailer, including the sides, roof, floor and interior, should be checked for damage frequently to prevent water intrusion or, on refrigerated trailers, thermal loss.

Winter corrosion maintenance is important in areas where magnesium and calcium chlorides used to control snow and ice on highways can cause corrosion, he adds. If not cleaned from equipment after each trip, the chemicals will cause rust and corrosion damage in as little as one winter.

Don't neglect the trailer's appearance, he adds. A well-maintained trailer with a company's logo on it sends a positive message about that company mile after mile. Moreover, how well trailers are maintained has an effect on trade-in value and a company's brand reputation.

VENDORS

When using outside service vendors for trailer maintenance and service, Neven says the best practice to ensure that a fleet's regimented PM policies are followed to exact specifications is to use a single network of quality, factory-trained and managed service providers.

"There should be no allowance for individual interpretations of what is expected when performing the preventive maintenance," he says. "Work with a single network of service providers who

have a clear understand of your fleet's preventive maintenance specs and follow up with an on-going audit of the maintenance.

He notes that Great Dane provides such a consistency and quality solution with its AdvantEDGE North American national parts and service program.

Finally, Neven says, "Everyone should follow their operation's maintenance procedures and the trailer's owner's manual recommendations to ensure warranty protection."



Chuck Talbot
Director of Maintenance



Meet Some of the Evergreen Professionals

Edward Benson

Edward is known in Calera as PeeWee. He began with Evergreen Transportation on night shift rock haul. He was moved to day shift and made the transition over to Evergreen Transport.

He has one son and one granddaughter. In his spare time he enjoys fishing. PeeWee is one of the Calera Terminal's strongest rock haul drivers, an asset to the fleet.



Edward Benson



Ed Laneaux



Rick Magrum

Ed Laneaux

Ed has worked for Evergreen Transport, LLC since June 2006. When he is not driving a truck, he enjoys playing golf and fishing.

"I appreciate my job, and love helping people. I hope that everyone had a safe and happy holiday."

Rick Magrum

When I was asked to present a bio on myself for the ET newsletter, I started thinking about my life and what I had accomplished over the years, while realizing how old I've become. After I finished all of my schooling I realized I could make more money with a CDL driving a truck. Driving jobs were plentiful in 1985, so I started driving for Boyd Brothers Transportation pulling flatbeds. I worked for Boyd for nine years and decided after my son was born it was time to come off the road. I went to work for Ergon Trucking hauling crude oil to pipeline stations, and green and black liquor to paper mills for four years. I received a conditional offer from Evergreen Transportation in 1998 in Mobile hauling cement and flyash.

I drove for six years before I was asked to come in the Mobile office in 2004 as a data entry, safety officer and dispatcher. In 2009 I left for a brief time and came back in January 2010 when Evergreen Transport, LLC was founded under new ownership

and became the Gulf Coast Region Bulk Salesman. In March of 2010 I accepted the position of Mobile Terminal Manager. I held that position until May 2015 before transferring to our Calera terminal as the new Terminal Manager/Gulf Coast Region Bulk Sales.

I have been blessed with a beautiful wife Beth, daughter Sarah, son Nickolas and two grandchildren. August 16th Beth and I have been married for thirty years and have cherished every moment.

You realize how fast time passes when you wake up one morning and your house is quiet because your children are grown and moved out living their own lives. Now we can't wait for the holidays when our families come together to fill our hearts with joy and laughter remembering the years passing. I truly have been blessed with a loving family and friends.



Spring Forward

Don't forget to set your clocks
ahead 1 hour
Saturday Night March 12th.

Common Financial Wisdom: Theory vs. Practice

In the financial world, there are a lot of rules about what you should be doing. In theory, they sound reasonable. But in practice, it may not be easy, or even possible, to follow them. Let's look at some common financial maxims and why it can be hard to implement them.

Build an emergency fund worth three to six months of living expenses

Wisdom: Set aside at least three to six months' worth of living expenses in an emergency savings account so your overall financial health doesn't take a hit when an unexpected need arises.

Problem: While you're trying to save, other needs—both emergencies and non-emergencies—come up that may prevent you from adding to your emergency fund and even cause you to dip into it, resulting in an even greater shortfall. Getting back on track might require many months or years of dedicated contributions, leading you to decrease or possibly stop your contributions to other important goals such as college, retirement, or a down payment on a house.

One solution: Don't put your overall financial life completely on hold trying to hit the high end of the three to six months target. By all means create an emergency fund, but if after a year or two of diligent saving you've amassed only two or three months of reserves, consider that a good base and contribute to your long-term financial health instead, adding small amounts to your emergency fund when possible. Of course, it depends on your own situation. For example, if you're a business owner in a volatile industry, you may need as much as a year's worth of savings to carry you through uncertain times.

Start saving for retirement in your 20s

Wisdom: Start saving for retirement when you're young because time is one of the best advantages when it comes to amassing a nest egg. This is the result of compounding, which is when your retirement contributions earn investment returns, and then those returns produce earnings themselves. Over time, the process can snowball.

Problem: How many 20-somethings have the financial wherewithal to save earnestly for retirement? Student debt is at record levels, and young adults typically need to budget for rent, food, transportation, monthly utilities, and cell phone bills, all while trying to contribute to an emergency fund and a down payment fund.

One solution: Track your monthly income and expenses on a regular basis to see where your money is going. Establish a budget and try to live within your means, or better yet below your means.



Sharon Cook
VP of Human Resources

Then focus on putting money aside in your workplace retirement plan. Start by contributing a small percentage of your pay, say 3%, to get into the retirement savings habit. Once you've adjusted to a lower take-home amount in your paycheck (you may not even notice the difference!), consider upping your contribution little by little, such as once a year or whenever you get a raise.

Start saving for college as soon as your child is born

Wisdom: Benjamin Franklin famously said there is nothing certain in life except death and taxes. To this, parents might add college costs that increase every year without fail, no matter what the overall economy is doing. As a result, new parents are often advised to start saving for college right away.

Problem: New parents often face many other financial burdens that come with having a baby; for example, increased medical expenses, baby-related costs, day-care costs, and a reduction in household income as a result of one parent possibly cutting back on work or leaving the workforce altogether.

One solution: Open a savings account and set up automatic monthly contributions in a small, manageable amount—for example, \$25 or \$50 per month—and add to it when you can. When grandparents and extended family ask what they can give your child for birthdays and holidays, you'll have a suggestion.

Subtract your age from 100 to determine your stock percentage

Wisdom: Subtract your age from 100 to determine the percentage of your portfolio that should be in stocks. For example, a 45-year-old would have 55% of his or her portfolio in stocks, with the remainder in bonds and cash.

Problem: A one-size-fits-all rule may not be appropriate for everyone. On the one hand, today's longer life expectancies make a case for holding even more stocks in your portfolio for their growth potential, and subtracting your age from, say, 120. On the other hand, considering the risks associated with stocks, some investors may not feel comfortable subtracting their age even from 80 to determine the percentage of stocks.

One solution: Focus on your own tolerance for risk while also being mindful of inflation. Consider looking at the historical performance of different asset classes. Can you sleep at night with the investments you've chosen? Your own peace of mind trumps any financial rule.

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Evergreen Birthdays

JANUARY

DENNISON KIRKLAND, JR.	3	WARREN NICHOLAS	16	DARRIEN JOHNSON	20
ERIC JOHNSON	6	JAMES LONGACRE	16	ASHLEY BROWN	24
CALVIN NUGENT	9	JIMMIE DUNCAN	17	MARIO NEWELL	31
TEARS RICHARDSON	11	DEBORAH KENDRICK	19	DEVIN ADKINS	31
		DAVID CROW	20		

FEBRUARY

BILLY RICE	2	RAPHAEL PETTIS	7	REGGIE RAY	17
DELWIN BONNER	4	CLARINDA MIXON	8	CHARLES HUGHES	19
MICHAEL SCOTT	7	DARRIUS CRAIG	9	LELA STALLINGS	22
JAMES JACKSON	7	LONDON WEATHERSPOON	9	MARLON HORACE	23
ARTHUR LEE, JR.	7	LYTONYA ALLEN	12	JAMES JONES	24
		DARRENCE MCINTOSH	16	ANTHONY MCDOWELL	28

MARCH

MARK LAMBERT	2	ANTONIO MILLIGAN	13	DEBRA GRIMES	23
JEREMY HARRIS	4	ANDREW JOHNSON, JR.	15	JERRY CARTER	25
WAYNE STALLWORTH	8	ROBERT SNIDER	16	JASON POWERS	27
KEVIN RICHTER	11	BEN POWELL	18	JOHN CARTER	28
		JENNIFER HUEBNER	22	DANNIE CHILDERS	31
		GEARLD DRUMMER	23		

Evergreen Anniversaries

7 Years

WAYNE STALLWORTH
BOB DILLARD
JERRY CARTER
CHARLES HUGHES
EDDIE BETTIS
FONDELL SMITH
BEN JAMES
JOHNNY RATLIFF
JOE WASHINGTON
BEN POWELL
WILLIE BATCH
ERIC HARRIS
JAMES LONGACRE
JAMES MCNEIL
MICHAEL SCOTT
CHRISTOPHER DAVENPORT
EDWARD BENSON
EDWARD LANEAUX
DAVID CROW
RON SCOTT

DANNIE CHILDERS
JESSE SULLIVAN
MICHAEL CHRISTIAN
GREGORY WILLIAMS
RUDOLPH MANGRUM
JOAN DAVIS
CHARLES TALBOT
CHARLES COLVIN
BOBBY COLVIN
HERBERT HOLDER
DEBORAH KENDRICK
MELVIN ETHEREDGE
STEPHANIE DAVIS
KEVIN BOWMAN
RODNEY PADGETT
FRANK MILLER
TERESA COVIN
ELAINE BOOKER
DEBRA GRIMES
JENNIFER HUEBNER
JAMES ASHBEE

ROBERT PHILLIPS

6 Years

GARY HOLSOMBACK
MICHAEL MEEHAN
EUGENE ROWSER, JR.
WESLEY JOINER

5 Years

CHARLES RINEHART
JONATHAN SANDERS
KARLA WARD
SKIP WOMACK

4 Years

JOSEPH HENDERSON

3 Years

DENNISON KIRKLAND, JR.
ERIC JOHNSON
WILLIAM BURNETT
DENNIS HITT

2 Year

MARLON HORACE
MICHAEL PARTRIDGE
GEORGE GRAY, SR.
MARIO NEWELL
CHARLIE GURLEY

1 Year

JEREMY JACKSON
WALLACE INGRAM
ALTON PACE
LYTONYA ALLEN
GREGORY ANDRY
TRACY KELTON
KENNETH REESE
WILLIAM BUSH
BRITTANY SIMPSON
MELISSA WRIGHT
JENNIFER GREER

Welcome Aboard

OCTOBER

OSCAR HARRINGTON
GARY KING, JR.
JAMES MARBURY
JEREMY HARRIS
ANTHONY MCDOWELL
JAMARCUS SAMPSON

NOVEMBER

DELWIN BONNER
EDWARD SARINANA
LONDON WEATHERSPOON
KENTON MERRITT
TONY FARMER
WILLIAM BROWNLEE
JEREMY SCHROPPEL

DECEMBER

KEVIN RICHTER
TIMOTHY CUTTS
WILLIAM HOCUTT