

WTI Transport Newsletter



WTI Named a 2015 "Best Fleet To Drive For"



On January 30, 2015 Truckload Carriers Association (TCA) and CarriersEdge, selected 20 trucking companies from across North America as the 2015 Best Fleets to Drive For. The 7th annual survey and contest identified for-hire trucking companies providing the best workplace experiences for their drivers. For WTI Transport this was our 4th time being honored in the last 5 years.

According to the TCA website, to be considered for the Best Fleets program, a company operating 10 trucks or more had to be nominated by at least one of its company drivers or owner operators. CarriersEdge then interviewed human resources representatives and executives of the nominated fleets about their corporate direction, policies, and programs. Nominated fleets were evaluated against a scoring matrix covering a variety of categories, such as:



Rendy Taylor is pictured with Don Daseke and Cale Pearson, Central Oregon's president

- Total compensation package - including base pay, bonuses, vacation, and sick day allotment
- Health benefits
- Pension plans
- Professional development opportunities (training, coaching programs, etc.)
- Career path/advancement opportunities
- Commitment to employee personal growth, including work/life balance, driver family support, and employee-directed charitable contributions
- Commitment to continuous improvement, including dispute resolution processes and inclusion of driver feedback in policymaking
- Team building and driver community development activities
- Annual driver turnover rate and efforts to improve
- Fleet safety record

A selection of each fleet's drivers was also surveyed, with their feedback compared to management's and incorporated into the final score. The responses were then tallied, resulting in the selection of the winners and honorable mentions.

The next phase of the contest involves dividing the highest scoring fleets into small and large fleet categories, from which two overall winners will be selected. These awards will be sponsored by Marsh, Inc., of New York, New York, and Bose Ride of Framingham, Massachusetts.

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A Message from Rendy Taylor



Winter 2015 is gone, we hope, and Spring is here. Let's go make some \$MONEY\$. It has been a tough winter, a lot of snow and ice, where is that Global Warming they keep talking about. I want to Congratulate everyone here at WTI for being named once again, one of the "Best Fleets to Drive For" in North America. We have had the honor of being named one of the "Best Fleets to Drive For", 4 out of the last 5 years, only 20 fleets in North America receive this recognition each year. That is a great accomplishment; we have every reason to be Proud. Thanks for all that each of you do every day to make this happen.

A little economic news; It appears that the economy is rebounding, just a little bit slower than we would like. Home and commercial construction is coming back, just not where it needs to be and consumer buying is rebounding, we just need some sunshine so everyone will get out and spend some money. According to most of the analyst, the trucking industry has a very bright future ahead for it. The rest of this year, 2016 and 2017, should be robust years for those of us in trucking. Thanks for your patience and understanding during these slower times, I know a lot of you changed your running lanes and changed up the type of freight you were accustomed to hauling. Changing habits is not easy to do, but in order to survive we all have to change things from time to time. Thanks WTI Drivers for realizing this and making the necessary changes.

It appears that there will be quite a few FMCSA changes for the rest of this year. We do not know at this time what new regulations will be imposed on us, but from what we are hearing they are coming. We will keep you guys up to date on these changes as they are put into law.

Last but not least, with the uplifting news we are hearing about the economy, we need your Help. We need Drivers!! We need Drivers like you!! As you all know, not just any driver can driver for WTI, it takes a Special Driver, a Special Person. Just look at Yourself, our drivers are the Best in the industry, and we are Proud of you. During your travels be on the lookout for that special driver, that driver that reminds you of yourself. We need that driver that is Safe, Proud, Dedicated, Loyal, Honest, Hardworking, and has the Integrity and Desire to be and work with some of the "Best Drivers" in the industry. Send those Drivers to us as you see them out on the highway.

Thanks for all you do, Safe travels, and let's have a Successful year,
Rendy Taylor

News from Operations

I just want to tell everyone how excited I am to see warmer weather and less ice and snow. I know each of you have dealt with these issues and the thawing out is starting to help our customers ship their goods. This up and down winter has reminded me how much a Fleet Manager/Driver relationship is to both of you. Our guys inside are seeing the changes each day and have their pulse on the volume of freight and strong running lanes. Over time I have urged drivers to lean on that Fleet Manager because they have your best interest in mind. It is also equally important to keep the lines of communication open at all times. We are interested in your life and things that may be affecting you. As I have always said...."we are servants to you". It is our job to make yours a little easier.

I believe relationships are what make our company successful and it is really no different than our personal family relationships. It is always important to share your thoughts and question what is going on in our freight world. Things you see out in the field helps make us a better overall company. Many of our greatest ideas come from the voice of a driver. Our new terminal in Tuscaloosa is an excellent example of that. Our president Rendy Taylor used a lot of driver ideas to make a better driver lounge, quiet room, exercise room and basketball court.

Please keep up the good work and always know that our operations department has your best interest in mind. If you aren't successful then we aren't successful!

Thanks,
Darren Lee
V.P. of Operations





WTI Birthdays

We'd like to wish our associates a Happy Birthday.

January Birthdays

Roy Carter
Jem Blair
Doug Kershaw
Brian Young
Christopher Wolcott
Jeff Leone
David Sampson
Glendon Shirley
Floyd Feagin
Kendrick Hinson
Steven Rushing
Johnathan Murrah
George Thibideau
Frederick Reasor
Frankie Buckley
Tony Greenwood
Garrick Sherrod
Robert Radney
Wayne Rexwinkle
Percy Jackson
Shawen Maher
Randall Peach
Taurus Ross
Robin McKinney
Joseph Edwards

Zach Swindall
James Brown
Ronnie Millsap
Steven Monroe
Clay Sigler
Bryan Nelson
Stephen Copeland
Eric Carpenter
John Edwards
Carl Fergus
Bryan Blocker

February Birthdays

Willie Cook
Christopher Hudson
Casey Reed
Willie Clausell
Johnny Corley
Arthur Jones
Chad Dalton
Michael Perry
James Vanhorn
Lawrence Williams
Billie Jean Moore
Jacobus Plowman
Bernard Walker

Horace Walker
Frannie Prestwood
Darrell Mock
Michael Pond
Kelley Clair
Richard Hoffman
Courtney McCune
Norman Scarbrough
John Isom
Robert Poole
William Betts
William Schaffer

March Birthdays

Dustin Sanford
Johnny Raynor
Michael Martin
Juan Ruiz
Michael Dean
Blake Whaley
Gregory Ellison
Greg Williams
Eugene Lawrence
Stephen Watkins
Eric Grant
Marc Bivins

Michael Hatchett
Jason Cook
Ray Collier
Jordan Martin
Aaron Jones
Roger Robbins
Tony Milton
Tyrone Hamilton
Amos Brown
Charles Tripp
Danny Crossen
David Hoskins
Caleb Baker
Stephen Link
Gary Smart
Marlon Knight
Anthony Prewitt
Donny Bryant
Joseph Bryant
Michael Lay
James West
Ronald Stallworth
Wes Harless
William Hearron

Happy Birthday Celebrations for our Driver's Spouses

January Birthdays

Christen Woods
Jan Miller
Connie Baab
Shundra Sawyer
Mckissee Richardson
Patricia Murphy
Veda Taylor
Ashley Smith
Bonnie Smith
Krystalin Horn
Annie Edwards
Marie Jarrett

Belinda Rountree
Elizabeth Whaley
Sharlet Jackson
Tammy Mitchell
Kissi Montgomery
Marie Wall
Vickie Sherbett

February Birthdays

Jennifer Cofield
Delores Daniels
Rebecca West
Alexa Averhart

Kim Craig
Lisa Padgett
Patricia Wienke
Monica Works

March Birthdays

Debbie Atkins
Marlene Lucas
Tara Savage
Deanna Gaines
Mary Butler
Linettia Waters
Tami Bryant

Pamela Chambers
Jodi Tann
Audra Kennedy
Dolly Loughery
Marilyn White
Ericka James
Wendy Dye
Lawanda Murray
Joyce Gold
Sandra Monroe
Melissa Shirley
Shay Brown

If your birthday was during July, August or September & you aren't listed, Please email bmoore@wtitransport.com with your name and your birthday.





What Is Our WTI Safety Culture?



Our Safety Culture is something that we take much pride in here at WTI Transport. It's something that we continue to build on every single day to find and strengthen ways to keep a Safe working environment for all of our people. The WTI Safety Culture should follow you as you travel down the roads of this country, inside the Shippers and Consignees facilities, back at the terminals and even while at home. Every associate of WTI, company employee, lease purchase contract driver and Owner Operator share the responsibility of building upon our Safety Culture. WTI expects all of our drivers to be professional, courteous and safe at all times. We owe it to each other to keep our Safety Culture growing. Our job is to make sure that our drivers return home safe to their families and loved ones.

One of the foundations of our culture is to do every single part of our job as thoroughly and safely as possible. As a truck driver that begins with a good vehicle and load inspection. This is what we would like to focus on in this article. You've heard the expression before, a good "pre-trip inspection may prevent problems later on down the road." Drivers, a good "walk around" inspection is not only required, but it's a vital step in keeping you safe out there on the road. Your safety and the safety of the other people on the road. Ninety percent of Maintenance violations found at roadside inspections could have been found by the driver during a good thorough vehicle inspection. Why would you take a "short cut" to save time or work on an inspection in a vehicle that you are operating?

I've had some conversations recently with FL State Police, IN State Police and AL State Police. I asked the question to representatives of all three of these states. "What is the first thing that you look for in a DOT Roadside Inspection?" All three representatives had the same answer. It really was no surprise. The answers were cleanliness of the vehicle and

equipment, the appearance of the driver and, in the case of flatbeds, appearance of load security.

Dirty vehicles pretty much guarantee to that officer that a violation won't be hard to find. The cleanliness of the vehicle sends a message. Does this driver maintain and take good care of equipment? The appearance of the driver also sends a message. Does the driver seem alert, rested and takes professional pride in appearance? What about his load? Are there bunji straps hanging free from the rub rails? What kind of a tarp job is on the load and does there appear to be an adequate amount of securement?

We all need to be looking at our equipment and our loads. Point out something to other drivers something that the driver may have missed. It's all about caring. No load schedule is so important that a good vehicle inspection should be overlooked. It's your safety on the line. Do it right the first time and everyone is better off for it.

MEDICAL CARDS

Make sure that you check your Medical Examiner's Card. These cards are being checked closely at roadside inspections. The card should not be worn or illegible. Please keep an eye on the condition of this card. You can expect more scrutiny on medical card inspections more so than ever in the past. Please call our Safety Department for any questions or assistance that we may offer.

Be Safe!

Safety Department
Jem Blair VP Safety





2015 Wellness Screening

WTI believes our most valuable asset is you. We want to help Drive Health & Wellness. The Wellness program will provide you and your family with tools, support, and education you need to maximize your wellness efforts and reach your wellness goals.

Why Participate?

It is important to understand how these numbers affect your current health and how they can be used to determine future risks for health issues. By knowing your numbers, you are taking an active role in your health and future.

Thanks to all who participated in the on-site wellness screening in March 2015. The wellness screening was a free on-site lifestyle panel screening that measured cholesterol (total, LDL, HDL), triglycerides, and glucose. It also included a biometric screening to measure blood pressure, body mass index, and hip and waist measurements. If you were unable to attend this event, you can still complete a wellness screening by scheduling an appointment at a LabCorp facility.

For more information of how to complete the Wellness screening, please contact me at 205-469-5031 or bmc michael@wtitransport.com

Brad McMichael
Compensation and Benefits Manager



Diabetes

Diabetes is a serious disease with no "cure". It is estimated that 23.6 million people in the United States have diabetes. At times, truckers with diabetes may feel overwhelmed with life on the road, which limits dietary options and exercise opportunities.

Diabetes is a disorder that affects the way the body uses digested food for growth and energy. Most of the food people eat is broken down into glucose, the form of sugar in the blood. Glucose is the main source of fuel for the body. Lack of exercise, overweight, stress, improper diet, and family history can be related to the onset of this disorder. Symptoms of diabetes include constant hunger and thirst, increased urination, and fatigue.

Truck drivers can help reduce the risk of diabetes by getting proper sleep, exercise, and incorporating a diet low in fat and calories and high in whole grains and vegetables. For more helpful tips, check out healthytrucker.com or drivinghealthy.com.

Christie Baker
Director of Safety and Risk Management



Lease Program News

WTI's Lease Purchase/ Lease Maintenance program held its ground in the slower months. Freight is on the upturn and I hope you all are ready; we need each of you to do what is needed to keep your program thriving. Consistently creating revenue is the Key to Success, and sometimes it can get tough but that is why we are here for you to lean on.

We are on the look for more trucks to add into our LP/LM fleet! Our search involves newer trucks to satisfy all our driver's wants and needs. For those waiting to get into our LP/LM program, keep your revenue high, hold WTI higher and everything will fall into place.

Historically, this time of year freight turns for the best and continues to get better throughout the summer months. Keep your eyes open for new freight lanes and new customers who we all have a responsibility to take care of. Weather is starting to clear up and freight is increasing so get ready to RUN!!!

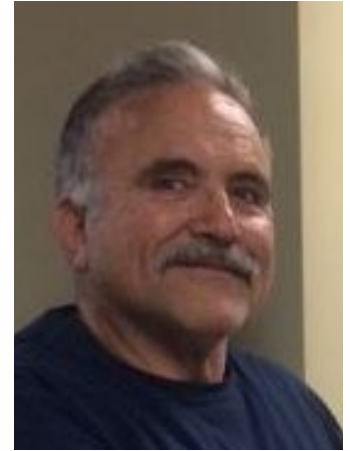
Congrats to Dean Haggerstrom, Luis Reynoso and Clay Sigler. Clay, pictured with Anthony Prewitt ,fleet manager, just paid off his fourth tractor.



Dean Haggerstrom



Clay Sigler



Luis Reynoso

Please feel free to contact me, if you have any question regarding our LP/LM Program. I look forward to hearing from you!

Stephan Williams
Lease Purchase Manager





Johnny Anderson did a great job tarping this load of particle board headed to Virginia.



Brandon Malone took this 48,000 lbs. load of shingles to Florida.



Michael Roby did a nice job securing and tarping this 45,000 lbs. steel coil.





DOT Maintenance Inspections

If you are driving a Commercial Vehicle on the road these days the likelihood of getting a full DOT inspection is 5 in 10 chances that you will get one this month. Having been in the trucking industry for the past 37 years, part of this time owning and operating my own equipment, I faced the same dreaded inspections. I know that things have changed since then but the one thing still holds true, "A Dirty Truck is an Inspected truck!"

As well as others over the years have spoken with many DOT Officers, State Troopers, and other Law Enforcement officials they all agree that if they have two trucks running down the road together they will allow the clean one to continue and pull the dirty one over because the first thing that runs through their minds is that if they will not take care of the easy stuff (clean equipment with all the lights burning), they are certainly not going to take care of the harder things that need your attention.

What are the top 5 things that Inspectors look for?

1 Exterior Condition of equipment (Clean or Not?)

2 Lights - Easy to see from a distance

3 Tires - Condition & wear



4 Airline & Electrical cord condition- Rubbing cat-walk or pulled connections

5 Brake condition & Adjustment

The maintenance department appreciates what you do each day, we are here to help you in any way we can, but we cannot be there with you each and every day when you take a look at your equipment. Just as a reminder, Company drivers are allowed to have their trucks washed twice per month so make sure you are doing your part in keep your trucks clean and ready for the road.

Take a look around you next time you are pulling through an area that is inspecting trucks, are they clean or dirty. I bet they are dirty!!!!

*Alan Martin
VP of Maintenance*





The Food Truck

SLOW COOKER SPAGHETTI AND MEATBALLS

Appliance used

12V Slow Cooker or a 150w Inverter and a 60w Slow Cooker

Ingredients needed:

- 1 onion, chopped
- 1 16-ounce package frozen, fully cooked meatballs
- 1 26-ounce jar spaghetti sauce
- 1 15-ounce can diced tomatoes, undrained
- 1 and 1/3 cups water
- 2 handfuls whole wheat spaghetti pasta, broken into pieces



Directions for cooking-

Place chopped onions in slow cooker. Top with meatballs and diced tomatoes. Add spaghetti sauce and stir gently. Add water to spaghetti sauce jar and add to slow cooker. Cover and cook sauce on low for 6-7 hours, or on high for 3.5 hours until onions are tender and meatballs are hot. Stir again, and then add broken whole wheat spaghetti. Stir, and make sure the spaghetti noodles are covered by the liquid. Cover and cook on high for 20-25 minutes. Serve immediately.

• If you would like to submit a recipe for The Food Truck, please email it to: mstewart@wtitransport.com

Meko Stewart
Recruiting Specialist

Recruiting News

Meko, Elisabeth and I would like to give a shout out to a few drivers that have been hard on the recruiting trail for us. There are a lot of you out there that do a great job recruiting for us and we want to thank all of you as well. With Spring upon us and freight volumes picking up don't forget to spread the word about WTI. It is a win, win deal for you as a driver, not only are we going to pay you for the referral but growing our fleet is essential to servicing our customers and in turn they will increase our freight and freight lanes. Also, below is a layout of how the referral is paid out and as you can see 10,000 dollars can be earned off of just 5 referrals.

Josh King
Recruiting Manager

The following drivers have multiple referrals that graduated Orientation since the start of our new Referral program in July 2014.

Jeremiah Richardson **Justin Barefoot**
James West **Simuel Walker**
Royce Hughes **Larry Head**
David Sampson

Driver A	Orientation	30 Days	60 Days	90 Days	120 Days	150 Days	Totals
Referral #1	\$500.00	\$500.00					\$1,000.00
Referral #2	\$500.00	\$500.00	\$500.00				\$1,500.00
Referral #3	\$500.00	\$500.00	\$500.00	\$500.00			\$2,000.00
Referral #4	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00		\$2,500.00
Referral #5	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$3,000.00
Total							\$10,000.00





WTI Driver Service Salute

Thank you for your service and hard work.

January

Paul Padgett	1 year	Robert Knight	2 years	Juan Ruiz	2 years	Eugenio Feroso	2 years
Johnny Corley	1 year	Simuel Walker	2 years	Arthur Jones	2 years	Randall Peach	2 years
Todd Biddle	1 year	Lawrence Gadson	3 years	Dale Budzisz	3 years	Christopher Hudson	3 years
Mark Taylor	1 year	Kenneth Sherbett	4 years	Brent Huff	3 years	Otis Giles	3 years
David Dunn	1 year	Joseph Harrell	5 years	Roger Robbins	4 years	Cornell Duhon	3 years
Jeremiah Richardson	1 year	Steven Monroe	5 years	Michael Perry	4 years	John Butler	4 years
Michael Pond	1 year	Adrian Tate	7 years	Luis Reynoso	5 years	Robin McKinney	4 years
James Wilson	2 years	James Lucas	8 years	Anthony E White	6 years	Harold Street	4 years
Christopher Weber	2 years	Terence Robinson	10 years	Barry Taylor	6 years	Stephen Link	4 years
Gregory Jasper	2 years	Clay Sigler	13 years	Ronald Stallworth	6 years	Johnathan Murrah	4 years
James Fields	2 years			Thomas Smith	17 years	William Betts	4 years
William Rice	2 years	February		Glendon Shirley	18 years	James Howard	5 years
George Ratcliff	2 years	Eric Burroughs	1 year	Norman Scarbrough	22 years	Stanley McNair	5 years
Jonathan Papizan	2 years	Lashawn Murray	2 years			Julius Rivers	5 years
Tony Milton	2 years	Richard Morns	2 years	March		Garry Leonard	8 years
William Davis	2 years	Reggie Herron	2 years	Michael Hatchett	1 year	James Eaglen	11 years
		Joseph Bryant	2 years	Joey Anderson	1 year	Donny Oliver	13 years

WTI Staff Service Salute

Thank you for your service and hard work.

January

Mike Sanford	17 Years
Mary Taylor	12 Years
Robert Poole	11 Years
Stephan Williams	3 Years
Tito Smith	2 Years
Brad McMichael	2 Years

February

Helen Brasfield	13 Years
Clark King	4 Years
Billie Jean Moore	1 Year

March

Tony Wiggins	7 Years	Rob Branton	1 Year
Jem Blair	5 Years	Ty Baker	1 Year
James Cunningham	5 Years	Jason Cook	1 Year
Chad Barnett	5 Years		
Danita Coger	2 Years		
Dustin Sanford	2 Years		

*Billie Jean Moore
HR Specialist*





How Long, O LORD



"How long, O LORD? Will You forget me forever? How long will You hide Your face from me? How long shall I take counsel in my soul, having sorrow in my heart daily? How long will my enemy be exalted over me."

Psalms 13:1,2

No matter where you live, this has been an extremely cold winter. Several weeks ago, it was 7 degrees in Tuscaloosa, and even colder in many other places in the United States. When it's cold, we wish it were hot. When it is hot, we wish it were cold. One will find no shortage of complaints about the season, and wishes for the next season to hurry its arrival. No matter how much we try to wish it away or long for the next season, we must learn to live victoriously in the present.

As David wrote Psalm 13, he was on the run from King Saul and found himself losing heart. He felt alone, forgotten, and in desperate need of encouragement and strength. Words of anguish filled his heart and gushed forth as he cried out to the God, "**How long?**"

Are you living in the unbearable place of "How long?" How long will I be unemployed? How long must I be alone? How long will my marriage be like this? How long will my child be a prodigal? How long will I live with this life-threatening diagnosis? How long will my family continue to hurt me? How long will my bills remain unpaid? We seem to be stuck in the "how long," place.

You may call it a difficult time in your life. I call it winter, but David referred to it as "**sorrow in his heart.**" May I be honest enough to tell you that I have never experienced the winter of life like I have the past three years? Without enumerating everything, it has been a cold, lonely winter for my family. It has been the season of "**How long, Lord?**" in so many ways. How thankful I am that the words of David can become my words to God. I can bring my pain to Him. It strengthens my faith to know that He will bring me through whatever I am facing. I may not know "**how long,**" but I know that "**He will.**"

We must not give up, for God has not forgotten us. He knows where we are and the cry of our heart! A change of seasons will come! We must say what David said in verses 5 and 6.

"I have trusted in Your mercy; My heart shall rejoice in Your salvation. I will sing to the Lord, because He has dealt bountifully with me."

Gaylon Benton
Corporate Chaplain

**Happy
St Patrick's
Day**



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Follow us on:



WTI Transport's Mission Statement

"WTI Transport's mission is to safely serve our customers, drivers, and associates with pride and integrity. We will meet these needs and expectations through communication, technology, honesty, and a strong work ethic."